

Executive Committee Minutes
June 16, 2021
via Zoom, 12:00 p.m. to 1:30 p.m.

Present: Cargill, Curry, Day (12:40), Del Casino, Hart, Faas, Massey, Mathur, McKee (Chair), Papazian (12:13), White, Wong(Lau),

Absent: Kaur, Sasikumar, Sullivan-Green

1. From the Chair:

Chair McKee thanked the president and cabinet for the blue carpet photo op during commencement week. It was amazing and touching. It was a very meaningful experience for graduates and their families.

C: [Wong(Lau)] My daughter graduated and we were there. It was a wonderful event. Staff worked very hard and did an amazing job.

Chair McKee thanked President Papazian and the cabinet in advance for the Summer Adapt Town Hall meeting to be held on June 24, 2021. Chair McKee is hearing daily from faculty and staff about repopulation concerns and what that is going to look like going forward.

Chair McKee announced that the Academic Senate website was migrated and went live Friday of last week. Chair McKee thanked Past Chair Mathur and Senate Administrator Eva Joice for their efforts in getting the new website up and running over the last year. There have been many hurdles along the way and it has taken over six months for the migration. Additional thanks to Strategic Communications and Brenden Sparks, Web and Campus Applications. Many people are not aware that the Academic Senate website is one of the most dynamic and changing websites in the university. It is a critical site for a repository of information and communication for the university. The Senate Administrator is one of the top five website editors in the university in terms of transactions. Hundreds of changes are made by the Senate Administrator in the space of a single month. The content of the Senate website was frozen on March 23, 2021 until last Friday. The Senate Administrator, the sole employee in the Senate Office, is now working on updating content that changed between March 23, 2021 and last Friday. It will take time to make all the updates that occurred during those three months. If you have any questions about the website please email Chair McKee or Senate Administrator Eva Joice.

2. The Executive Committee approved the consent agenda [Executive Committee minutes of May 3, 2021 and May 21, 2021] (11-0-0).

3. Review of Statements for the Athletics Board:

There was only one nomination for the Athletics Board, Dr. Pat Backer. The committee discussed the nominee. Past Chair Mathur presented a motion to approve recommending Dr. Backer to the President. The motion was seconded. The committee voted and the Mathur motion carried (10-0-1).

4. Updates from the President:

The President welcomed the new Executive Committee for 2021-2022.

The President talked a little bit about the feedback she got on the hybrid experience from students about and appreciation for the in-person commencement events. Students and their families were very happy.

We are in the middle of trying to figure out what reopening California means for SJSU for Fall 2021. There are a lot of decisions to be made. The President and her cabinet will be presenting that information in Adapt Town Hall meetings over the next couple of months.

We are working really hard to make sure that students who are taking in person or hybrid classes have access to both kinds of experiences on campus. The university is using CARES dollars to add WiFi to all main outdoor spaces.

There are changes going on with regard to density and social distancing. This will mean continuing adjustments on our end. As far as vaccinations go, the CSU is still waiting for full authorization of existing vaccine(s). The CSU expects full authorization for Fall 2021. The Chancellor's Office has put together a method of self-reporting of vaccination status for students. At SJSU, we are looking at a procedure for faculty and staff that will be conducted by University Personnel. We expect people to be honest. This will help make employees and students more comfortable. However, it is still a work in progress.

The other part of reopening concerns events. What events will be allowed on campus? We still want to use Fall 2021 as a transition semester. We still want to take some precautions in terms of the flow of people. Even if we are in an endemic state it doesn't mean there is no COVID around us.

We are going through a process with University Personnel in terms of repopulation of staff. The default we are planning for is that everyone will be returning. Each department is putting together a staffing plan with University Personnel to be phased in over the course of July and August 2021. The President's view is that we need to bring people back to reestablish a sense of community on campus. After we do that, we will have the chance as a campus to talk about what the future of work will look like on our campus. That is a different conversation. We need to do this thoughtfully to ensure support is there. This is an exciting time for us as a campus. It has been incredibly challenging. Lots of us will be taking some time to catch our breath over the summer.

We will be announcing the results of the Economic and Social Impact Study by the end of June. This study was done by an outside consulting firm. The numbers are pretty impressive. They used data from 2018-2019. The overall impact of direct and indirect spending was over \$4 billion in impact for one year.

Questions:

Q: I noticed the announcement on SJSU's website about a new Senior AVP for University Marketing and Communications. I know Christine Hutchins works in a similar position. I was wondering if you can speak to this. Is this an additional MPP position, or a reorganization of some kind of an existing MPP position?

A: Christine has been an incredible member of our team. This is really a reorganization of Strategic Communications and Marketing. This is the next phase in our communication strategy. We are moving towards an agency model.

Q: Are you going to provide some context along with the distribution of the Economic and Social Impact study to the campus? The presentation you gave to the Tower Board was very powerful and I think the campus should hear that.

A: [President] Thank you. I appreciate it very much. We have a rollout plan. Certainly we will be doing that with our external stakeholders, local officials, alumni, but it is also important for our campus community so I'll take that back to the cabinet.

C: [Chair McKee] I would like to echo that comment and offer to assist as appropriate with increasing campus awareness of the study.

C: I think this would be invaluable to include in the department packets we send out to potential students to show the impact SJSU has on the local community.

5. Updates from the Vice President for Student Affairs (VPSA):

Enrollment has grown. We are anticipating 4,000 Frosh. The transfer numbers are about where they were previously, maybe a little higher. This is a great position to be in compared to some of our colleagues on the East coast. However, there are some challenges as well. We need to make sure we don't lose students. We have started New Student Orientation and will be doing presentations to transfer students this evening. This is our 2nd summer of completely virtual orientations.

We are at 97% of our capacity for housing in terms of applications received. Our full capacity when everything is open is 4,200 beds. We will be requiring vaccinations for students living in housing. Students will be able to upload documentation of their vaccination status to the university.

We are continuing to work on our Strategic Enrollment Plan. The Provost and I are working closely with the Deans. We are heading towards some recommendations next month. About a year to a year and a half ago, we began looking at our enrollment. We did not have a strategic enrollment plan at SJSU. This is important because we are anticipating a demographic flip. There will be a sharp decline in traditional college students in about five years. All universities are aware of and anticipating this. This means we may not have the same enrollment opportunities that we have right now. This is why we need to plan now for what we can do in the future. I will be spending time with groups across the university to see what their enrollment currently looks like and what people think we can do to increase our enrollment in their areas.

Questions:

Q: Will the report from the Taskforce on Campus Safety and Policing be distributed to the campus?

A: It will be distributed in Fall 2021 and widely communicated.

Q: Is there anything in the report that might help us retain a UPD Chief?

A: In the next few weeks the VPAF, the UPD Chief, and I will be walking through the report piece-by-piece.

6. Update from the Chief Diversity Officer (CDO):

The Campus Committee on Diversity, Equity and Inclusion (CCDEI) completed its meetings for the academic year at the end of May. Anne Marie Todd, Angee Ortega-McGhee, and I have been writing a report from all the findings and recommendations from all the working committees. This report also has some feedback from subcommittees and groups we invited to provide input. The committee member appointments were for two years. The report should be finalized and submitted to President Papazian by the end of July 2021.

The CCDEI has been working on an asynchronous summer institute with the College of Health and Human Sciences. The title is Anti-Racism Action Summer Institute. The institute runs July 6-30, 2021. There are eight other campuses and universities participating. Some are from the CSU and some are from universities outside California as well. This institute is being led by Dr. Michelle Hampton from Nursing and there are faculty associates that are being given a small stipend to help coach. This model is something we would like to continue. I've already spoken with the Dean of Engineering about doing an institute with them next summer. One of the reasons we are doing something like this institute is that it is faculty driven and it is very important that faculty feel that they can lead and create change. We hope to do this every year. We are also working with the Center for Faculty Development and they are doing some other training as well.

We are doing some Professional Development Training for Student Affairs and other staff this summer. We are also involved in the summer student orientation and provide training for housing staff. There is always a high turnover in housing staff.

In terms of the APIDA Student Success Center, I am on the committee and we are finishing our review. We are hammering out recommendations right now. I've also been tasked with forming a Native American Taskforce. This has moved a little more slowly than I would have liked because of the low number of people on campus available to serve. The group has asked not to have a chair, but to be more of a steering committee. The CDO's Office is providing the administrative and research support.

The Land Acknowledgement that has been well vetted and is on the CDO website. We would like for the campus to use this version.

There is a lot of synergy among a couple of initiatives affecting Black students on campus. There is the formation of a summer institute for new and continuing Black students. There is also synergy around African-American Studies, including the work of Patience Bryant and Emerald Green. There is also the hiring of a new faculty associate to work with Black scholars.

Questions:

Q: There are a lot of concerns from faculty regarding how people are being identified as Native American. Will the data reporting get better?

A: The methodology we chose in terms of qualitative statistical analysis has its limitations in being able to ethically disaggregate information regarding smaller groups, and Native Americans is one of those groups. Having said that, you have focus group information as well as some general information that we can report. We will be pursuing that. We are doing that for the Native American Taskforce.

I want to talk very briefly about the controversy about who is identified as Native American. One of the things people often don't understand is the system of rancherias that were put into place in California and how that created situations where many Native Americans are of mixed nationality, and many have Mexican surnames. It is important for people to know that the way the institution collects information may not be the best or most accurate way to identify students and capture student needs.

C: I think it is important to honor how students identify themselves and not push them to identify differently.

A: I absolutely agree.

7. Update from the Provost:

The Provost recently made recommendations for RTP:

93% positive recommendation rate for tenure

82% positive recommendation rate for full professor

72% positive recommendation rate for early tenure

There is a Dean of the MLK Library search going on right now. We did not have success the last time so we are trying again.

There are three Deans/AVP reviews for Walt Jacobs, Ruth Huard, and Thalia Anagnos that are almost complete.

We have about 55 new faculty hires. Right now we've only had about 19 faculty leave. We have had several successful retentions. We were able to put together packages that appealed to them.

We have three major competitive research fellowships this year. This is very exciting.

We are hoping to launch a new Coache survey.

Questions:

Q: The Coache survey was not open to lecturers last time. Will it be open to lecturers this time?

A: It will only be open to full-time lecturers, due to the limitations of Coache's back-end functionality. However, my office is researching and working on ways to take into account part-time lecturers as well.

Q: Thank you for the information on the Dean of the MLK Library search. Can you give us any information on the reopening of the Library?

A: If the rest of the university reopens, then the MLK Library will need to open in some fashion, but we have not really talked to the MLK Library about their plans yet. With everything going on we are definitely going to need more open spaces.

C: Many of us don't have access to materials we need.

A: If you don't have access to the materials you need, then that is a bigger problem we need to address.

C: When the MLK library first opened, we encountered many issues with homelessness and maintaining clean bathroom facilities.

A: The MLK Library's relationship with the public is an ongoing issue. Some of the issues have to do with the design of the MLK Library and spacing. Many candidates for the Dean of the MLK Library are excited about the fact it is a joint library. It will be a complicated reopening. We do own the building and can set some requirements, but we also cannot discriminate. We will be working on it.

8. Update from the CSU Statewide Senator:

I will send my report out via email for you. The only other thing to report is that on May 26, 2021, we had a seminar as part of our Equity, Diversity, and Inclusion efforts. It was funded by the legislature for CSU and UC. Currently they are doing data development.

We are also eagerly awaiting the announcement of the Faculty Trustee. There has been no word yet.

Questions:

Q: Has there been any more discussion from the Council on Ethnic Studies around the implementation of Area F?

A: There have not been any general discussions with the entire ASCSU, but there have been some conversations with the Academic Preparations Committee. However, there is an intention to have those conversations with the Council on Ethnic Studies. This was voted on but not agreed about by all members of the ASCSU. This speaks to the division within the ASCSU regarding Ethnic Studies.

9. Update from the Vice President of Administration and Finance (VPAF):

We were funded by the state, but it continues to be a very tight budget. We are working through those things.

We have an Interim Police Chief, Donny Gordon, from CSU Maritime filling in. We will most likely bring back a former police chief in the next couple of weeks.

The VPAF announced in the fall when we reopen we will have a better, faster, burger option in the Student Union. In addition, we have doubled the capacity of Panda Express.

Questions:

Q: Is the police chief you are bringing back "interim"?

A: Yes.

Q: Can you tell us how much of the funding the state has given to the CSU that SJSU will get, and what projects are we going to be funding? Are we going to be funding mental

health? Are we going to be funding hiring Ethnic Studies faculty? Are we going to be funding the APIDA Center?

A: The state gave us General Fund dollars and that is what I'm talking about here. We haven't gotten any one-time dollars yet. We have a meeting in about a week and a half and that will be one of the first times we begin discussing how the one-time money will be divided up. Each VP will put forward with their one-time requests.

10. The meeting adjourned at 1:31 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on June 16, 2021 and transcribed on June 22, 2021. The minutes were reviewed and edited by Chair McKee on June 23, 2021. The minutes were approved by the Executive Committee on June 25, 2021.