

Executive Committee Minutes
July 26, 2021
via Zoom, 12:00 p.m. to 1:30 p.m.

Present: McKee (Chair), Curry, Del Casino, Hart, Faas, Mathur, Papazian, White, Sasikumar, Sullivan-Green, Wong(Lau)

Absent: Massey, Day, Kaur

Guest: Konya

1. Update from the President:

We are preparing to bring staff back on August 2, 2021 and are continuing to follow Santa Clara County closely in terms of the Delta variant. We are not sure where the mask mandate is going. However, the transmission numbers in Santa Clara County are very low. The transmission rate is 1.1%. Our team is watching this carefully. I do suspect that we will see some adjustments over the next couple of weeks and we will need to have some flexibility as we move forward. We are looking at testing and what that will look like at SJSU. The Chancellor is having meet-and-confer meetings with the unions about it. We are looking at things like who gets tested—vaccinated vs. unvaccinated, how much testing we do, whether it is random, etc. Hopefully the Chancellor will have a proposal for us in the next couple of days.

Questions:

Q: I was looking at something this morning that said that even though immunocompromised people are getting the vaccine, they aren't developing immunity because of the medications they take. I have a few people I'm concerned about including myself. Are we giving maximum flexibility to our faculty and staff that may find they are in this situation moving forward?

A: It is a really important question. It would be on a case-by-case basis. Faculty and staff affected should reach out to University Personnel. This would be an accommodation. I think it is also wrapped up in the discussion around boosters. We are watching that closely as well.

Q: Can the university provide lavalier microphones for faculty?

A: [Provost] We may need to buy more.

Q: With the changes with the Delta variant, are there any changes in travel guidelines?

A: [President] We haven't gotten anything on that yet. We are paying attention to this, especially at the international level. We aren't encouraging travel, but we recognize there are certain things that need to be done in person. More may open up in the fall depending on where we go with the Delta variant. I think we will have a pretty good handle on the vaccination level on campus. The challenge we are going to have is where we interface with the public. On the one hand we are a public university, but on the other hand we have an obligation to keep the university safe. The challenge for us is going to be in the library. How do we allow spaces for students to study and still keep them safe?

Q: What if a student comes to class and doesn't want to wear a mask? Do we turn them away? My instinct would be to not turn them away.

A: If we go back to requiring masks indoors, then you would have to turn them away. If people are vaccinated and wear a mask, then we should all be pretty well protected. If Santa Clara County orders masks, so will we.

C: [Provost] We received about 25% of surveys from students reporting their vaccination status. Of that 25%, about 96% reported being vaccinated. We are working on procedures where if a student is not vaccinated, it becomes an accommodation, and that would be listed for faculty. You are not allowed to ask why they aren't vaccinated. They are also working on a code of conduct. However, the Delta variant is changing things. We need to send out clear messaging as soon as we know more.

C: I think it would be really useful to have some kind of list or FAQ of specific procedures that is distributed to faculty and especially lecturers who may be new to campus during the first few weeks of class. It could be something that is updated every week.

A: [Provost] Yes, we might even go so far as to have information to be put in syllabi.

Q: We've been talking about the Delta variant and also we are still in fire season, so I wonder to what extent we are supporting faculty in our strategic planning with having the possibility of having to switch to online teaching? How are we getting ready for these possibilities?

A: [President] The cabinet has been talking about developing a continuity plan. We have a lot more knowledge about what we need to do this year than we did last year. It is going to be important to have messaging to the campus.

C: [Provost] We started to collect all the messages we sent out last year. If you recall, we shut down most of the first two weeks last year due to the fires. We do have to have an academic and business continuity plan. We can't make-up lost days/weeks every year. The challenge we have this year is that we are much fuller in housing so we can't assist in that way during crises as we did with UC Santa Cruz during the fires. We are pulling all the information together right now and will post it on the website.

2. The Executive Committee introduced themselves to Jeff Konya, Director of Athletics. Director Konya stated he had been a student athlete at Princeton. He went to law school at the University of Iowa. Director Konya has been an Athletics Director at four different institutions. He is committed to our student athletes and believes strongly in academics. He is looking forward to working with SJSU students and appreciated being invited to speak to the Executive Committee. He enjoys these types of presentations because they lead to healthy debates and Director Konya believes his Political Science degree as well as law school have prepared him for any challenge.

Questions:

Q: The Athletics Department provides good advising. I was wondering if you've connected with the other adviser initiatives that are happening on campus in terms of adviser training?

A: I think the advisers in Athletics do an exceptional job, especially during the pandemic. As far as the initiatives, I'm still a little too green right now to discuss them. However, I look forward to learning about them.

Q: The reason I'm asking is that we are expanding our advising personnel, but I don't know if we are expanding our advisers in majors that athletes typically take as well as in those

they don't typically take. It would be good for our athletes to interact with classes with students and instructors from other disciplines.

A: I couldn't agree with you more. In the industry there is a term called "stacking" that refers to stacking athletes in certain majors. We really need to serve all interests of the students in whatever major that is. I'm not about stacking. In my last university, we had a wide variety of degrees that our athletes were pursuing.

Q: I know you've spoken about your emphasis on social justice and diversity and also the importance of platforms for questions from student athletes. I'm wondering if you could say a little more about that and what those things might look like on the ground in practical terms?

A: I can certainly talk about where I'd like to be, but it really is going to be a discussion I have with the student athletes themselves. I have a deep commitment to the diversity, equity, and inclusion principals of national committees that are looking to elicit actionable change and not just check off boxes. Something that I am particularly interested in is opening up social media channels for student athletes so that they can express themselves. Also, student athletes can now express themselves in terms of their uniform. Legislation is going through the NCAA right now that would allow student athletes to monetize certain parts of their name, their image, and their likeness. I think the facilitation of that voice is very important for student athletes.

Q: You are coming into our Athletics Department at a time of great upheaval and a lot needs to be done to reestablish trust. Can you let us know how you plan on addressing this and bringing athletics at SJSU back to a place of respect?

A: We have already started some of that work. The coaches, assistant coaches, and I have worked together collaboratively to put together a mission statement about what we would like to be from this point forward. I think a lot of it comes down to authentic relationships and having effective communication. We also have to be very transparent in how we are operating and why we are making the decisions we are making. You mention trust and we have to get that back into everything we do. We have to reestablish trust with the whole university as well. There will be tangible change as we move forward.

C: [Chair McKee] Do you have any questions for us?

A: [Director Konya]: Yes, I'd like to know what information you would like to see from me going forward or any tidbits?

A: [Chair McKee] You and I will be in touch, and we can talk very specifically about what has been presented by the Academic in the past and what you might want to present. You can also call on me anytime.

C: We are not a Faculty Senate. We are an Academic Senate. We are comprised of Administrators, Faculty, Staff, Deans, Students, an Emeritus Representatives, and an Alumni Representative. Even though there are a lot of faculty in the Senate, every member is a Senator and has a vote. [Note: Except for the Honorary Senator who is a non-voting member. In addition, staff on the Senate are restricted to Student Services. Professionals III and IV that are serving as part of the General Unit and are representing faculty.]

C: One of the best presentations the Senate ever had was about concussions. It was very informative. I would like to hear more about women's sports and gender equity issues as well as hearing about social justice issues and how the students are involved.

C: [President] Gender equity is a big topic in the NCAA right now. I anticipate that we will get the first round of reports on gender equity from external consultants relatively soon. It is going to be instructive. The impact on women and their participation in athletics is profound in terms of the type of leaders it produces. It is something we need to pay attention to.

C: [Konya] This will be another benefit to using social media. We will be putting the stories of our athletes out there in a number of platforms to the campus.

C: We have a long history of shared governance and policy-making on this campus. You may find that the policies can help guide your work. [Note: All university policies are housed on the Academic Senate website at <http://www.sjsu.edu/senate/university-policies/current-policies-chronological-order.php>]. If you see a policy that needs review or updating, bring it to the Instruction and Student Affairs Committee and Chair McKee.

C: [Provost] A deeper integration of all advising support is critical. We should also look at the major numbers. One of the biggest emerging issues is graduate transfers. We have 12 entering graduate student athlete transfers this fall. They are in all sports. The NCAA is a messy, ugly beast that contradicts itself constantly. The graduate college is working very hard with graduate transfers.

C: [Konya] With the elimination of penalties for transfer from institution-to-institution, I think SJSU is going to be a really preferred destination in the collegiate athletic market. I also think the graduate transfer numbers are only going to increase moving forward.

3. The Executive Committee approved the agenda of July 26, 2021 (11-0-0).
4. Updates from the Policy Committees:
 - a. Professional Standards Committee (PS):
The PS Committee is still looking for a chair.
 - b. Curriculum and Research Committee (C&R):
The C&R Committee had two policy referrals from last year and I believe we will have some referrals from Graduate Studies as well. We will also be working on GE. It will be a busy fall.
 - c. Organization and Government Committee (O&G):
The O&G Chair, Tabitha Hart, is working with last year's Chair of O&G, Karthika Sasikumar, on transitioning in as the new chair.
 - d. Instruction and Student Affairs Committee (I&SA):
The I&SA Committee will be working on two student absence referrals. I&SA also has a referral on an equity policy we have. The Chair of I&SA will be meeting with the CDO to discuss that referral. There is another referral on inappropriate sexual behavior. I&SA will need to make sure our policy is up to date with Title IX. I&SA will also work on any policies regarding advising that come from President Papazian and Provost Del Casino.
5. Updates from the University:

a. Updates from the Provost:

Provost Del Casino brought up his growing concern regarding MPPs that are faculty that were not at their highest rank when they became MPPs. There are almost a half dozen people in this position. The RTP policy covers faculty. When you move to an MPP position, you are no longer faculty. Besides sending people back to their units for a year to go through the RPT process, the only other way is that the President can promote MPPs. However, this eliminates the faculty review. This is a real problem. In my previous institution, we didn't have this issue because Associate Deans were considered faculty.

C: Is this a Senate issue or a Collective Bargaining Unit issue?

A: I don't really know. I know that once I become an MPP I'm not considered faculty, but I still have retreat rights back to the faculty. Most MPPs do have a retreat right. What I don't know is can we have policy for evaluating people in MPP positions for faculty promotions?

C: I think it is worth talking to the CFA about.

C: [Provost] It is important and there are a couple of roads we could go. I do want to see us take up this issue this year. I would like to be able to provide some professional development guidance.

Q: My real question is about Chairs and what kinds of support is being put in place? I'm still hearing from chairs that it is a very stressful role. Many chairs are feeling burnt out.

A: We are putting together a summit and are going to go through some of these issues. Some of this is self-inflicted by the institution and some of this is structural which has to do with the way we fund education in California. I think there are some core things we can do. Some of the structural issues are in how we hire, how we enroll, and some of it is processes that we put in our own way. That is the goal of the summit. One of the issues is how we have structured the overall faculty. One thing that burns us all out is the review process. When we have twice as many lecturers compared to T/TT faculty, that is a lot of reviews to do. I think we should hire 100 lecturers into long-term positions and start to invest in the faculty. They would go through competitive searches. There is a ton of chair work right now. We have structurally put ourselves in the way in the past by not hiring long-term people. The President and I believe in hiring long term. Maybe one of the structural things we also need is more associate chairs. These are the kinds of things I'd like to do, and we need to have some conversations about some creative ways we can do these things.

Q: I think I may have misunderstood your question about Associate Chairs. I'm the Vice Chair in my department and I don't get anything for it. Could we get course release time?

A: [Provost] One of the questions I get is about making all chairs 1.0 and I disagree with it. If you are going to do that then you might as well make them MPPs. If you make chairs MPPs, it changes the game. That doesn't mean some large departments don't need more than 1.0 of chair support, but it shouldn't be provided by one person only. In the college I was in, chairs taught at least one or two classes a year. If you had a .60 and a .40 Assistant Chair in a department and they were getting 12-month compensation, you could get a 1.0. What I'm saying is we should put these ideas on the table. There is also a lot of difference in the colleges. If we are going to talk about changing structurally, colleges have to be able to set aside their individual ideas and

look at it from an overall institution perspective. This is what I'm hoping to get to as part of the process, but it will be hard.

Q: Could we come back to the topic of balancing demands for good service (research vs. teaching) again in the future?

A: [Chair McKee] I will bookmark that for a future meeting of the Executive Committee as well as the Academic Senate.

6. The meeting adjourned at 1:30 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on July 26, 2021 and transcribed on August 4, 2021. The minutes were reviewed and edited by Chair McKee on August 6, 2021. The minutes were approved by the Executive Committee on August 9, 2021.