

2021-2022 Academic Senate Minutes
February 7, 2022

I. The meeting was called to order at 2:00 p.m. and roll call was taken by the Senate Administrator. Fifty Senators were present.

Ex Officio: Present: Van Selst, Curry, Rodan, Kaur Absent: None	CHHS Representatives: Present: Sen, Smith, Schultz-Krohn, Baur Absent: None
Administrative Representatives: Present: Perez, Day, Del Casino, Faas, Wong(Lau) Absent: None	COB Representatives: Present: Rao, Tian Absent: None
Deans / AVPs: Present: Lattimer, Ehrman, d'Alarcao, Shillington Absent: None	COED Representatives: Present: Mathur Absent:: Muñoz-Muñoz
Students: Present: Cramer, Walker, Allen Sandoval-Rios, Kumar Absent: Chuang	ENGR Representatives: Present: Saldamli, Kao Absent: None
Alumni Representative: Absent: Walters	H&A Representatives: Present: Khan, Frazier Han, Massey, Kataoka, Riley Absent: None
Emeritus Representative: Present: Jochim	COS Representatives: Present: French, White, Switz, Andreopoulos Absent: None
Honorary Representative: Present: Peter, Lessow-Hurley Absent: None	COSS Representatives: Present: Hart, Sasikumar, Wilson, Raman, Haverfield Absent: None
General Unit Representatives: Present: Monday, Higgins, Masegian, Lee, Yang Absent: None	

II. Land Acknowledgement: The land acknowledgement is a formal statement that recognizes the history and legacy of colonialism that has impacted our Indigenous peoples, their traditional territories, and their practices. It is a simple and powerful way of showing respect and a step towards correcting the stories and practices that have erased our Indigenous people’s history and culture and it is a step towards inviting and honoring the truth. Senator Massey read the Land Acknowledgement.

III. Approval of Academic Senate Minutes–
 The Senate approved the Senate minutes of October 25, 2021 (40-0-7).
 The Senate approved the Senate minutes of December 6, 2021 (38-0-7).

IV. Communications and Questions –

A. From the Chair of the Senate:

Acting Chair Sasikumar announced the meeting would be recorded for the purpose of preparing the minutes. Only the Senate Chair and Senate Administrator will have access. Please keep yourself muted unless speaking. Only Senators may speak and vote in the Senate meetings. Roll call will be taken by the Senate Administrator using the participant list, so be sure your full name shows. Please type “SL” to speak to a resolution in the chat. If you wish to speak to an amendment please type, ”SL Amendment” into the chat. If you have a longer amendment, please type it into the chat and send to AVC Massey. Remember that the chat is visible to all and even the direct chat is visible to the Chair and Senate Administrator in the saved version of the meeting, so be cautious.

Acting Chair Sasikumar welcomed guests to the Senate meeting and asked them to remember they cannot vote in the polls.

Acting Chair Sasikumar welcomed our newest Senator from the College of Science, Senator William Andreopoulos.

Acting Chair Sasikumar thanked Senators Frazier, Mathur, and Schultz-Krohn as well as the Senate Administrator Eva Joice for all their help with the quick departure of Chair McKee and with Vice Chair Sasikumar’s transition into the role of Acting Senate Chair. Senators Mathur and Schultz-Krohn will share some of the responsibilities of the Senate Chair this semester.

Acting Chair Sasikumar announced that Senator Sullivan-Green would be on sabbatical this semester and that the Executive Committee had voted to approve appointing Senator Frazier as the Chair of the Instruction and Student Affairs Committee (I&SA) during the break. Senator Frazier was a past Chair of the I&SA Committee and has also been Vice Chair and Chair of the Senate. We are very grateful to have him step into the role as Chair of I&SA.

B. From the President:

President Perez commented on the great job that Acting Chair Sasikumar has been doing since she took over for Chair McKee. The president recognized all the faculty and staff at SJSU and said what a great campus it is to work for and that he is looking forward to working with everyone. President Perez commented that this university should be proud of the environment we’ve created for our faculty, staff, and students. The president feels very lucky to be working on our campus.

The president gave a brief history of the positions he has held. Interim President Perez has been a professor since 1994. He went to graduate school at UC Davis. He grew up in California and various positions around

the country before accepting a position at CSU Sacramento State in 2001. His very first year at Sacramento State he was on the Senate. He was affiliated or working with the Senate at Sacramento State for the next 20 years. He served on the Executive Committee his second year. He was Vice Chair twice, but never Chair of the Senate.

The president sees the value of bringing people from each department and different places across the university together to talk about what we are doing, what we should be doing, and how we should do it. Often times that is really good conversation, sometimes it results in heated debates. Almost every time there is some difference of opinion, but it is something we can work out as long as we keep our ideas about what we are here for and what we are trying to accomplish in front of us. The president is sure we can do that here. The structure of our Senate is different from the one the president had grown accustomed to at Sacramento State, but it is a structure he likes. It looks very inclusive of different areas of the university where everyone can come share, talk, and work out what we need to do and he is very excited to be here working with the Senate.

Interim President Perez commented that It is hard to work at a place that does so many positive things and then read in the paper when something negative happens, which in this case involved some of our student athletes being harmed. That is not what we are here for and it took us too long to respond to that. We are here to support our students. That is our responsibility. We are going to acknowledge and look at what happened and then we are going to make changes. We are going to be transparent about all of it. This is not how you want other people to read about our institution. There are so many good things that come out of SJSU. We have already made changes and will continue to do so. The president pledged to work every single day to foster an environment where everybody feels free to be themselves. The president enjoys this part of the job. He learns something new every day. Last week he went to see Moss Landing Marine Laboratory, and Friday night he went to the Hammer Theatre and got to see our students dance. The president said we have a lot of hard work to do, but his pledge to us is that we will do it together.

Questions:

Q: My question has to do with the story that broke in the Mercury News yesterday about then Interim President Susan Martin having told then incoming President Mary Papazian about the sexual abuse claims in Athletics. SJSU faculty strongly want both transparency and accountability on this campus. What will the administration do to make sure all of the people involved in this will be held accountable?

A: [Interim President Perez] You will see what we are going to do as we act. I've been here for a month. I've been reading the reports. As I get more information and begin to see those that were involved, we will act in response

to that information and hold those responsible individuals accountable. Some action has already been taken, but we will continue to make structural changes. We've already hired a new Title IX Director. He is a tremendous individual that I've known for years at Sacramento State. He will build a strong office and will enhance resources as well as make sure we have what we need to do our jobs well. We will enhance training and communication and hold individuals accountable as well. Our jobs are to support our students' safety and wellbeing. I have two children that are away at college, and I want our students to be treated the way I want my children treated while they are away at college.

Q: Welcome President Perez. Faculty need to feel that if they become whistleblowers in the future, they are safe here. We want to build a culture that rewards people for trying to take care of our students the way we should, not one that punishes them. This will take a lot of work. How do you change a culture that has become deeply affected and almost cynical after what we have witnessed? We want to help you.

A: Thank you very much. I have been an "Interim" lots of places. I was an Interim Department Chair, Interim Dean, and Interim Provost. I've taken this position on with vigor and enthusiasm. The only way I know how to do the job is to do what is best for the institution. It is interesting where whistleblower laws come from and I may be wrong, but we are a public institution and as a public institution we need to be accountable to taxpayers. One potential place the whistleblower laws came from is from people speaking up about money being spent where it shouldn't be, and those people needed to be protected from retaliation. These laws are even more important when we are talking about the health, safety, and wellbeing of our students. We need to encourage people to speak up. I grew up in a small town. We can't see everything on a campus of 30,000 people so we need to be like a small town. In a small town people are always watching over your children. You know that somebody somewhere will see what your children are doing and will let you know. People need to feel safe to speak up and then we need to foster an environment where retaliation is not acceptable and where we support those that do come forward.

V. Executive Committee Report:

A. Minutes of the Executive Committee:

Executive Committee Minutes of November 15, 2021

Executive Committee Minutes of November 22, 2021

Executive Committee Minutes of November 29, 2021

Executive Committee Minutes of January 12, 2021

Questions:

Q: Regarding the November 22, 2021, Executive Committee Minutes, I would just like to ask that the Statewide Senator section be more complete in the future. This set of minutes prepared by the AVC do not contain any

information about what is happening with the reports that are referenced. It just lists the reports.

B. Consent Calendar:

There was no dissent to the Consent Calendar of February 7, 2022.

C. Executive Committee Action Items:

Senate Endorsement of ***SM-S22-1, Amendment of Senate Bylaw 2.2, Inclusion of Leave of Absence Procedures for Senate Chair. The Senate voted to endorse SM-S22-1 (44-0-1).***

VI. Unfinished Business: None

VII. Special Order of Business:

Re-Election of Senate Chair (Chair Alison McKee) for AY 2022-2023 in accordance with bylaw 2.2.2.1. The Senate voted and Chair McKee was re-elected (44-1-1).

VIII. Policy Committee and University Library Board Action Items (In rotation)

A. Professional Standards Committee (PS):

Senator Schultz-Krohn presented ***AS 1824, Policy Recommendation, Amendment F to University Policy S15-8, Retention, Tenure, and Promotion for Regular Faculty Employees: Criteria and Standards: To Include within the category of service, activities that specifically enhance inclusion, educational equity, and engaged service with students and in the surrounding and broader communities (Final Reading).*** Senator Schultz-Krohn presented an amendment that was friendly to the body to replace “achievement gap” with “opportunity gap” in lines 52 and 83. Senator Wong(Lau) presented an amendment that was friendly to the body to replace the comma after “providing support to historically underserved students,” and replace it with a colon to read, “providing support to historically underserved students:”. **The Senate voted and AS 1824 passed as amended (40-0-2).**

B. Curriculum and Research Committee (C&R):

Senator White presented ***AS 1825, Policy Recommendation, Establishment, Reporting, Continuation and Termination of Campus Centers and Institutes (CCI), Formerly Known as Organized Research and Training Units, Rescinds University Policy S05-13 (Final Reading).*** **The Senate voted and AS 1825 passed as written (36-0-6).**

C. Organization and Government Committee (O&G):

Senator Hart presented ***AS 1827, Policy Recommendation, Amendment B to University Policy S15-3, Leaves of Absence for Students (First Reading).*** Senator Frazier presented a motion to suspend the rules and move the resolution from a first reading to a final

reading. Senator Riley seconded the motion. **The Senate voted on the Frazier motion and it passed (39-0-5). The Senate voted and AS 1827 passed as written (37-0-4).**

D. University Library Board (ULB): No report.

E. Instruction and Student Affairs Committee (I&SA):

Senator Frazier presented ***AS 1826, Policy Recommendation, Student Excused Absence Policy (First Reading)***.

We are here to get as much feedback as we can from the Academic Senate. Feel free to send Senator Frazier any additional feedback via email. We did not fill in the Workload section at the end of the policy as we are still determining that. One person is also listed as being both present and absent and we will correct that.

Questions:

Q: [I&SA Chair Frazier] In an Executive Committee Meeting, Provost Del Casino noted that it is not permitted to ask a student for a doctor's note. Can you clarify this Provost Del Casino?

A: [Provost Del Casino] You can ask for a doctor's note as a faculty member, but you cannot ask for details to be included in the note. It can state the student had a medical reason to be out on such and such date, but the faculty member cannot ask for the details. The student can provide the details if they want to, but you cannot ask for details. There is also a way a student can go to the Student Health Center (SHC) and have the SHC send that information out, but if we decide to go this route there will definitely be a financial impact. However, it would take the burden off the faculty member as to whether the note was appropriate.

Q: [Senator White] Did the committee consider that a valid absence might be presenting at a research conference or is that considered part of the academic conferences? If I&SA did not consider that would the committee consider making it a reason?

A: [Chair Frazier] The committee did not discuss this, but I will certainly take it back as a suggestion.

Q: [Senator Peter] My concern is about faculty becoming verifiers, if you go through the list the last bullet says, "personal instability in a student's life that temporarily affects their ability to attend class." How is a faculty member going to verify that without prying into a student's life? Wouldn't it be better if the student went to Counseling Center and they gave a note to the faculty member? In other words, would the committee consider finding ways of verifying these absences that don't put the faculty member in the position of having to intrude into the student's life?

A: [Chair Frazier] Yes. I should have said earlier, that I wasn't part of all the discussion last semester. I know there was a subcommittee that

included Senators Khan and Wilson. I'm thinking they might be able to answer whether that was discussed last semester?

A: [Senator Sen] I wanted to respond to Senator White's question about research conferences. We do have a bullet that says, "University-sanctioned leadership or academic conferences." I wonder if that would satisfy the Senate and Senator White?

Q: [Senator White] What I was asking is whether a research conference qualifies as an academic conference? If it does then that is fine, but if it doesn't then would the committee consider adding a bullet for research conferences?

A: [Senator French] We did actually have that conversation and academic conferences was intended to encompass all conferences.

A: [Senator Sen] Senator White are you saying that this is unclear to you and that you'd like a separate bullet point?

Q: [Senator White] Yes, I'd like to see the bullet point for Academic Conferences be changed to "Academic/Research Conferences".

C: [Senator French] We spent one entire meeting on verification and what we should and should not require and to what degree we should have to get into a student's personal life, so your feedback on this would be welcomed.

C: [Senator Wong(Lau)]: I think we need to be careful that we are not creating a situation where students are burdened with having to go in to get verification. There is difficulty sometimes getting an appointment with Counseling Services, especially if you are not considered to be in an immediate crisis. I just want to make sure that we are not creating barriers for students in that they feel they can't just go to the professor to work things out. I would discourage making it onerous for students or very, very difficult psychologically.

C: [Senator Rodan] Has the committee found similar policies on other campuses and if so, how does this policy here compare with those?

A: [Senator Frazier] I am once again going to defer to the rest of the committee for an answer since I was not there. Note: No one stepped up to comment for the committee. Senator Frazier said he would definitely take this back to the committee for follow-up, since it appears it was not discussed in the committee previously.

C: [Senator Cramer] I just wanted to echo what Senator Wong(Lau) had to say about concerns that students not feel burdened to prove they had a particular reason, when they are already going through extenuating circumstances.

C: [Senator Kaur] The intention behind this policy was not to put more strenuous demands on faculty or students. The intention was to create a policy that was fair and equitable for all students. There are some faculty that are stricter in this area while others are more flexible. I have had some instructors where the only excused absence was a death in the family. The intention of this policy is to outline the process for those faculty that are stricter on students so that it is fair to all students.

Q: [Senator Peter] Could the committee be a little more specific about the reasons for the policy. I think it is well known that we don't have an attendance policy here. Is the problem that there are faculty that are refusing to let students make up the assignments they have missed due to an absence?

A: [Senator Sen] Thank you for this question. This is something we really discussed in the committee. Our student leaders were great advocates for the requirement of a policy, because there were faculty members that were not being as "kind" and students need something concrete they can take with them to talk to the faculty member.

A: [Senator Day] I think this is a great start to the policy. However, what I can tell you is that Student Health Centers (SHCs) have been moving away from verification. The reason they have been moving away from verification is the same reason we have been discussing here. Quite often students and their doctors do not want to divulge specific conditions. I think just having the criteria will be helpful. I would be happy to work with the committee on this.

IX. Special Committee Reports: None

X. New Business: None

XI. State of the University Announcements:

A. Chief Diversity Officer (CDO):

[CDO Wong(Lau)] This is Black History Month. There are a lot of activities across our campus. I will share a link in the chat to the programming. I want to thank Senator Yang and all the folks that have been working so hard on these events. This year the national theme is Black Health and Wellness.

I just want to remind everyone about the volcano in Tonga. We have students, faculty, and staff that have homes and or relatives in Tonga. There are a lot of local organizations in the East Bay, and San Mateo County in particular, that have been organizing relief efforts. Many of our student athletes also have families in Tonga. I have been checking in with them.

The category of "caste" has been added as a protective class in CSU policy against discrimination and exclusion.

Monica Allen has returned to Co-Chair the Campus Committee on Diversity, Equity and Inclusion (CCDEI) this semester along with Angie Ortega-McGhee. We have decided to add some representatives from employee affinity groups with the exception of the Black and Latinx Community only because they have permanent representation on the committee already. We have our first meeting on February 11, 2022. President Perez will be joining

us on the 18th. The CDO will be working with President Perez on meet and greet opportunities with the various groups on campus.

The CDO's Office and CGR have been working with different VPs and PLC members on their anti-racism plans submitted through the PLC. Some divisions have done some pretty robust work and some divisions need more help.

Folks from Facilities Development and Operations (FD&O) will be meeting with folks from the Muslim Student Association as well as a few faculty and staff to look at spaces for supplemental prayer and meditation space to accommodate after hours as well as larger groups.

Questions:

Q: [Senator Curry] On Friday one of the members of your department visited the members of the Chicanx/Latinx Staff and Faculty Association. Her name was Fernanda Perdomo-Arciniegas I believe. She said she has been appointed to handle Chicanx/Latinx issues. Can you speak to this please?

A: [CDO Wong(Lau), she was appointed back in December 2021. We created that interim position based on the success of the other directors position occupied by Dr. Patience Bryant, Interim Director of Black/African-American Equity. Part of the creation of these two positions is in response to the challenges of working collectively across units on common issues of systemic racism. We have found Dr. Bryant's position to be very useful in addressing these issues and wanted to create a similar position for the Chicanx/Latinx Community on campus since Chicanx/Latinx students make up about over 1/4 of our campus. These positions are not designed to create programs for us. They actually work on helping other units with their current programs. We don't have programs that fall directly under the ODEI. We partner with other units.

B. CSU Faculty Trustee:

[Trustee Romey Sabalius] Two weeks ago the tentative Collective Bargaining Agreement (CBA) was ratified by the Board of Trustees (BOT) and last week it was ratified by a large margin of over 90% of the California Faculty Association (CFA) members. The last contract under Chancellor Reed was forced to come about by a faculty strike and to reach the last agreement under Chancellor White it came very close to a strike. This is why I was very happy to see that under Chancellor Castro it didn't take the threat of labor action to come to an agreement. There are several levels of increases including: a lump sum COVID bonus pay; cost of living increases; salary step increases; and post promotion increases.

The most important item regarding faculty at the BOT meeting was the discontinuation of standardized examinations for admission to the CSU. We are talking about the SAT/ACT tests for undergraduate students. These tests

were found to provide negligible additional value in terms of the college preparedness of our students. Also, the discrepancies between students from affluent communities versus the students from non-affluent communities were hard to ignore so in lieu of this former eligibility index, which was a combination of the Grade Point Average (GPA) and the SAT/ACT scores, the campus will base admission on a number of supplemental factors from a list of 21 additional factors. We hope this will offer greater predictability of college preparedness.

A debate ensued about the desire of several of our campuses to offer professional doctorates not in conjunction with the UC. Several proposals were made as far back as 2018, but they were always pushed forward to another year. Some trustees have urged Chancellor Castro to engage the legislators to have sponsored legislation to that effect. It would require some legislative changes, because right now only the UC is authorized to offer independent doctorates. If we want to offer these doctorates independent from the UC, we must have legislative change. Chancellor Castro is generally in favor of offering these degrees, but he would like more groundwork to be done conferring with the UC, the California Community Colleges (CCC), and getting some preliminary legislative support in order not to risk opposition from the UC as well as the legislators.

The search committee for the permanent president at SJSU has been formed. I will sit on that committee. I expect to have fora on the campus, possibly in person, if not, via zoom. We expect to get input from campus external and internal stakeholders on what kind of president we should look for. I expect this to happen later in the semester, maybe in April 2022. An announcement of who the new president will be will probably go out at the end of the fall semester.

Lastly, the governor presented his January 2022 budget proposal. I'm not so optimistic about the governor's proposal. I characterize the budget proposal as the good, the bad, and the ugly. The good part is that the governor has agreed with the CSU on the 5-year compact deal financing of the CSU. In those five years, our state budget should increase by 5% each year. This is almost a 3% increase to our entire operating budget. About 60% of our budget comes from the state and 40% comes from student tuition. That generally is good news, but I would like to still see that commitment of 5% over 5 years as the bottom or least amount it could be increased by. I still hope we can get additional funding, maybe even on a one-time basis. The bad is the allocation that is being given to us for our ongoing budget. The BOT have asked for approximately \$650 million for their priorities and faculty salary increases, etc. The governor has proposed to give the CSU about 1/3rd of that amount. If the CSU would give us all of the \$211 million for faculty salary increases, then yes we could get that 4% increase in faculty salaries for the next year. However, that isn't going to happen because the

CSU has other funding needs. It is only the governor's proposal and will be followed by the May revise. Having come to an agreement on the contract will allow the CFA and the CSU Administration to jointly go to Sacramento to lobby for salary increases. Now, we come to the ugly. The ugly is our one-time allocations. We asked for \$1 billion to cover our deferred maintenance costs and so far the governor has only promised \$100 million. This sounds like so much money, but keep in mind the CSU has an identified need of \$23 billion in deferred maintenance costs. SJSU has deferred maintenance costs that total \$600 million for our campus alone. This is what I call the ugly part of the budget. Hopefully with lobbying we can convince the governor and the legislators to give us additional funding.

Questions

Q: [Senator Peter] You mentioned that the search committee for the new SJSU president has been formed and you are on it, I trust you mean that is the BOT's search committee and not the advisory committee for the selection of the president that has SJSU faculty on it?

A: [Trustee Sabalius] I mean the trustees that will be on the search committee were identified two weeks ago. The search committee will include a lot more than these four trustees. Typically, the search committee for a president includes the Chair of the Academic Senate and usually another faculty representative.

C: [Senator Peter] We have our own campus policy for selecting representatives. I hadn't heard that the committee was forming already.

A: [Trustee Sabalius] I stand corrected. Only the four trustees who will serve on the committee have been identified. We are still in the very early stages of forming the committee. SJSU will follow its own policy for the selection of members.

C: Trustee Sabalius welcomed the Interim President Steve Perez and said it was a good sign that Interim President Perez was still in the meeting until the very end.

A: Interim President Steve Perez thanked Senator Sabalius, but said he would have to leave a few minutes early to take another meeting.

C. CSU Statewide Academic Senators:

[Senator Curry] The ASCSU held its plenary on January 20-21, 2022 following the policy committee meetings on January 19, 2022. The highlight of this plenary was the theme of consideration of faculty roles and recognition of shared governance; decisions over teaching modalities from a pedagogical standpoint; the process of reprimands and letters of recommendation; and finally, the active support of faculty supervision of Research, Scholarship and Creative Activity (RSCA) as assigned time and not a service based on the CBA.

In terms of general education (GE) changes, there were important discussions about AB 928 and the fiscal impact on proposed California Community Colleges. College baccalaureate programs garnered a lot of attention with three resolutions: AS 3515 was approved. There was a first reading of AS 3525 and AS 3526. I will email my report to you immediately after the meeting today.

Senator Van Selst is Chair of the Chancellor's GE Advisory Committee with involvement in the Intersegmental Council of Academic Senates and the Intersegmental General Education Transfer Curriculum (IGETC) Committee. The Curriculum Committee provided vital information for discussion on our campus. Senator Van Selst has provided reports that are included with the report I will email all of you after the meeting today.

A survey is being conducted by the Chancellor's Office for the system regarding AB 928 and it is imperative that we all know this and ensure that our voices are heard in all of these curriculum matters. They will impact our instruction and ability to meet our own mission.

I provided only highlights of the resolutions, but I encourage all of you to review them. I hope by now you are all aware that I provide the links to the summary of all the resolutions. It is important for you to see them and read all of them. We encourage you to provide feedback to any of the three of us, especially first reading resolutions that will include discussions at our next interim meetings on this Friday and will be officially introduced at the March plenary on March 17-18, 2022.

One of the most important resolutions is the ASCSU Endorsement of the California State Student Association (CSSA) Resolution, "Calling for the CSU to Include Caste in Anti-Discriminatory Policy." There is also an opportunity to provide input into the Academic Affairs proposal to develop a report focusing on "The CSU faculty perspective on the future of higher education in California," which is an effort led by our own Senator Rodan.

Lastly, during the plenary there was dedicated time for faculty throughout the system to talk about the persistent problems arising out of prolonged COVID accommodations and problems encountered by faculty. The discussion entailed testimonials from many of our colleagues highlighting the importance of chronic fatigue not captured by the mental health discussions that CSU faculty, staff and students have been enduring during COVID while managing personal and familial losses and challenges. I think you will all agree that we will never return to things before COVID and that it is important to find ways to create new cultures of survival, persistence, and conviviality. Thank you for your attention and I am happy to take questions or comments.

D. Provost:

[Provost Del Casino] We have our accreditation review this spring. That includes a main campus visit plus two preliminary visits to two off-site locations; and for us this year that will be the Reid-Hillview Airport where we have our Aviation program, and Moss Landing Marine Labs. The two preliminary visits will be before the main campus visit during the first week of April 2022.

We have the campus master planning process going on. We have a lot of engagement going on across the campus. There will be an open forum and we really want as much engagement as possible so that we can imagine a campus that meets our needs over the next twenty years.

The University Scholars Program launches on February 16, 2022 with the first talk. We have three Outstanding Scholars going through and I'm excited to see that happen again.

We are getting close to getting the sabbatical reviews done and out to everybody so we should have a good idea where we are on sabbaticals for next year.

One thing that we should be rolling out soon is the Hispanic-Serving Institutions Initiative Program. This will be funded out of the Adobe grant that we got. We are starting to think about how we expand opportunities around HSI initiatives on the campus. Vice Provost for Faculty Success, Maggie Barrera, is working on this.

Questions:

Q: [Senator Mathur] When we were at graduation in December you mentioned something about the Op Ed project that I think would be valuable for all of us to hear, because it really represents the hard work of our faculty and staff in promoting their research.

A: [Provost Del Casino] Thanks for that. We signed up for the Op Ed program my first year, but just started with our first cohort last year. We are in the second year now. The Op Ed project through the Public Voices Fellowship is a year-long program that supports 24 faculty and staff, we just added staff this year, and they have an opportunity to work with newspaper people in order to learn how to put out Op Eds. The first two classes, which includes over 40 people, have written and published more than 100 pieces over the last two years. We got a report in November 2021 from the Op Ed project. Basically, these are largely elite institutions as we define them in the U.S. (i.e. the private liberal arts). There were two schools at the top of the list with the most Op Eds in November: Yale and San José State University. Also, during that month two of the pieces that were published were written by our staff. It is a really cool project. We are signed up for two additional years,

so we will be putting out a call for next year's group. We are talking about the N.Y. Times, the Washington Post, the L.A. Times, the San Francisco Chronicle, Latino Rebel, Ms. Magazine, Newsweek etc. It just spans the gamut. It is an absolutely incredible representation of our faculty and staff's work. It is a really exciting thing to report out on. VP Barerra put a link to all the publications you can go to so far. I was particularly tickled to see us tie Yale. We have amazing, brilliant people at SJSU and it is exciting to see them recognized with this work.

E. Associated Students President (AS):

[AS President Anoop Kaur] Happy Monday everyone. I want to take my time today as AS President to air out student concerns about the recent news across the system, and at SJSU in particular, regarding Title IX issues. It is a big concern to me that the student community often hears updates, like the one yesterday, from news and various media outlets rather than directly from the campus. The last campus-wide message was sent in September. There is a lot coming to light and as a student, not as AS President, my concern is the frequent turnover of administration and information coming to light after their departure to be inherited by the new administration. A big question on my mind is how do we know these issues are being prioritized with that changeover? In the past, communication about Title IX has been infrequent and the resource was and is not highlighted to the degree that I've seen at other campuses. On top of that, the information continues to put the campus in a negative light, which I'm sure we all do not want. It highlights the past in which the campus community as a whole had a complete mistrust of the Title IX Office and administrative oversight of Title IX cases. Based on this information of how the Title IX Office has operated in the past, there is a mistrust with Title IX and campus administration overall. As we move forward together, how is the campus going to ensure this is not repeated and students are protected? It is important for us as a Senate, a representative body on campus, to think about what culture we want to create, and to start the process of healing with the current and former students that came forward and the employees that advocated for them, the Athletics Division, and the larger campus community. In my viewpoint, accountability, action, and transparency are critical to rebuilding that trust in the face of troubling events like these. I would hope that we, as a Senate, could commit ourselves to bettering our campus safety and wellness. I also believe that the university needs to re-evaluate the impact of our student community and draw from that to understand what SJSU should do moving forward.

F. Vice President for Administration and Finance (VPAF):

[VP Charlie Faas] Just a couple very quick announcements.

I applaud the work of Trustee Sabalius. I ensure that he has the budget data he needs to make those arguments to the BOT.

On January 18, 2022, we brought in our new Chief of Police, Michael Carroll. If you are on campus you have most likely seen him. I have had a number of reports that it is great to see the police, and police chief, out walking the campus and talking to people. Chief Carroll's values and goals are in line with mine as well as the campus goals.

Questions:

Q: [Senator Peter] VP Faas when we talk about \$600 million in deferred maintenance costs, can you give us an example of where the bulk of that comes from i.e. does that include American Disability Act (ADA) compliance issues? How do you do the triage to decide which building to save and what building to let fall down?

A: [VP Faas] I'll give you an example. We had to do repairs to the Industrial Studies Building due to a crack in the water main from San José Water that blew out the windows and blew out part of the structure there and soaked that building. We had to rip it apart. We did the repairs, but it was all paid for by San José Water. We thought long and hard whether we should hold off on repairs, because it is one of the top two or three buildings scheduled to come down. However, until we are able to get more money from the state for deferred maintenance, we have to do triage. We are going through and taking care of ADA concerns. If that isn't at the top of the list, then it is in the top three. If a roof is leaking like it was a few years ago in Hugh Gillis Hall, you have to fix that, because all the set designs and costumes, and things on that second floor were ruined. We had the same problem in Industrial Studies in the Art area. We had to take care of those things. You are doing things one-by-one and looking at it and saying is that the next thing I've got to do. When you do that, you don't get to fix the Smart classrooms. Sweeney Hall and MacQuarrie Hall are the new Smart classroom buildings and that is downright scary, but you don't get to those rooms. Years ago we got to redo the big auditorium in the old Science Building, because we knew it was going to be 10 years before we could rip the auditorium down, and we knew at that point it was going to be five years before the new ISB was going to be up. It is a hard process, it truly is. We get about \$5 million, or \$10 million in a good year, from the governor or BOT and we try to be as judicious as we can. Most of our problems are not problems you will ever see. They are underground or behind the walls and that is where the hard stuff is that people just don't appreciate. If we don't take care of the ground that is behind the walls, it leads to major problems. Traci Ferdolage has been a godsend for us. She is all over this stuff. It is not just me making those decisions, we have a team of folks. I hope that addresses what you were getting at. The \$600 million is an old number. That is from about two years ago. It is probably much higher now. I'll try and get an update for that soon.

Q: [Senator Rodan] If interest rates rise this year as expected, will that have an adverse effect on the Ahlquist project?

A: [VP Faas] Of course it would. It impacts any of our statewide bonds. All of the projects that we have currently under construction are set. Those interest rates are 2+% so if you do some averaging we are okay, but it will be an issue coming up. We have greater than 2% built into all of our financial models when it comes to Ahlquist. The Ahlquist project will be a hard project to pull off, but it is happening on my watch. We are going to get this thing done. We will figure that out. I don't believe there will be a massive spike in interest rates, but we will see where that goes.

G. Vice President for Student Affairs (VPSA):

We have a new director for our Asian Pacific Islander Desi-American (APID/A) Center. We are very excited about welcoming Jini Pradhan from the University of San Francisco. I think you had the opportunity to see her bio. We are very pleased and excited about what she has to bring to the table. Special shout out to Senator Yang. I cannot tell you how much Senator Yang has stepped up in the interim.

Under COVID compliance, we remain relatively safe. We have had some increase in cases due to Omicron, but that should not come as a surprise to anyone. We are still having some compliance issues. Of course, there are a few folks that we have had to have conversations with, but it is in the low three digits. This is an everyday process. It just happens behind the scenes.

A quick update about enrollment. We are up in almost all categories. It is a good place to be. I will tell you that for Fall 2022, we are up by 4,000 Frosh applications. However, the thing we remain concerned about is that we are down about 1,800 in our transfer applications. This is an ongoing concern. I can tell you that some of our partner colleges like De Anza, Evergreen, and San José City are facing double-digit declines in enrollment. This is where we are really going to have to work with our community colleges to get those transfer students.

There are concerning things happening across the state when it comes to financial aid. Free Application for Federal Student Aid (FAFSA) applications are down by 200,000 across the state of California. This is a concerning point. I sit on the California Student Aid Commission and lots of energy is being expended to address this. This is something we've seen in our enrollment. We are working on trying to get more information out to students and trying to get students to apply for financial aid. There is this belief that everyone that gets financial aid owes a million dollars when they graduate and this just isn't true in the CSU or at SJSU. There are lots of conflicting messages going on out there and we have to get our students to take advantage of those opportunities.

Please read the governor's budget and take note of the compact that connects our performance to the budget because that has a direct impact with

regard to Graduation Initiative (GI) 2025. I know it gets people nervous when we talk about that, but that is something we will be addressing. Specifically, they want us to address the gaps in opportunity across demographics. It will take a lot of work. I wanted to point this out because they are linked.

Also, please pay attention to upcoming legislation that is currently being redrafted on Cal Grant reform. It sounds great and it is great, but we should pay real attention to that in terms of actual implementation. We have to really try and work together to address this.

XII. Adjournment: The meeting adjourned at 5:01 p.m.