

2021-2022 Academic Senate Minutes
February 28, 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: Day, Del Casino, Perez, Wong(Lau), Faas Absent: None	COB Representatives: Present: Rao, Tian Absent: None
Deans / AVPs: Present: Ehrman, d’Alarcao, Shillington Absent: Lattimer	COED Representatives: Present: Mathur, Muñoz-Muñoz Absent: None
Students: Present: Chuang, Cramer, Walker, Kumar Sandoval-Rios, Allen Absent: None	ENGR Representatives: Present: Saldamli, Kao Absent: None
Alumni Representative: Absent: Walters	H&A Representatives: Present: Khan, Frazier, Riley, Han, Massey, Kataoka Absent: None
Emeritus Representative: Absent: Jochim	COS Representatives: Present: French, White, Switz, Andreopoulos Absent: None
Honorary Representative: Present: Peter, Lessow-Hurley Absent: Buzanski	COSS Representatives: Present: Hart, Sasikumar, Wilson, Raman, Haverfield Absent: None
General Unit Representatives: Present: Monday, Yang, Higgins, Masegian, Lee Absent: None	

II. Land Acknowledgement: Senator Cramer presented the land acknowledgment. The land acknowledgment 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 Kadence Walker read the Land Acknowledgement.

III. Approval of Academic Senate Minutes–
 The Senate Minutes of February 7, 2022 were approved (37-0-3).

IV. Communications and Questions –

A. From the Chair of the Senate:

Acting Chair Sasikumar commented that what she has learned in the short time she has been Acting Chair of the Senate is the tremendous amount of work goes on in preparation for the Senate meetings, especially by the Associate Vice Chair (AVC) Massey, the Senate Administrator (Eva Joice), Past Chair Mathur, and Julia Curry (CSU Statewide Senator).

The deadline to respond to the survey about AB 928 is tomorrow. AB 928 is California law and it requires the California Community Colleges (CCC), the CSU, and the UC to have a common transfer pathway by Fall 2025. This common transfer pathway must satisfy lower division general education (GE) for all transfer admissions. Please take a few moments and respond to the survey. If there is more you would like to say, you may send this information to Acting Chair Sasikumar and she will forward it on.

B. From the President:

Interim President Perez joined the meeting from John Wayne Airport in Orange County. The president commented on the political turmoil going on around the world and noted that the best thing we can do for our students, staff, and faculty right now is to be understanding and reach out to each other. We are into our sixth week of the semester. Things are going as smoothly as we could hope for.

Questions:

Q: Do you have any updates on the SJSU mask mandate in light of the Santa Clara County changes this week?

A: We don't have any updates right now. We have a policy group that brings recommendations to the President's Cabinet and we will be meeting on Thursday. I don't know that Santa Clara County has made their decision yet regarding schools.

C: Santa Clara County has said that as of March 12, 2022, masks will not be required but will be strongly suggested and individual districts will have to make their own decisions.

V. Executive Committee Report:

A. Minutes of the Executive Committee:

Executive Committee Minutes of January 18, 2022 – No questions.

Executive Committee Minutes of January 31, 2022 – No questions.

B. Consent Calendar:

There was no dissent to the Senate Consent Calendar of February 28, 2022.

C. Executive Committee Action Items: None

VI. Unfinished Business: None

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

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

Senator Frazier presented **AS 1826, Policy Recommendation, Student Excused Absences (Final Reading)**. Senator Khan presented an amendment to lines 41 and 48 to add, “in writing” after “instructor.” The amendment was seconded by Senator Schultz-Krohn. The Senate voted and the Khan amendment passed (28-7-5). Senator Mathur presented an amendment that was friendly to the body on line 97 to remove “/or”. **The Senate voted and AS 1826 passed as amended (36-3-4).**

B. Professional Standards Committee (PS):

Senator Schultz-Krohn presented **AS 1829, Policy Recommendation, Amendment G to University Policy S15-8, Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards: To include within the category of Scholarly/Artistic/ Professional Achievement, activities that specifically enhance inclusion, educational equity and achievement in the surrounding and broader communities (First Reading)**.

Questions:

Q: When streamlining the language, my concern is about not leaving out some of the options that had been in the policy in the past and were a problem for faculty (e.g. types of work that count for scholarship).

However, I endorse the additions.

A: The committee will consider this on Monday.

Q: Would opt ed pieces be considered a part of scholarship of engagement?

A: I think we can expand 2.3.5.2.4 and add some language there. The committee will discuss this.

C: I have concerns about the deletions in 2.3.5.2.5 and 2.8 as noted earlier in the question about streamlining the language.

A: The items that were stated in 2.3.5.2.7 and 2.3.5.2.8 were integrated into 2.3.5.2.6. and are there in yellow and underlined. What we neglected to catch was 2.3.5.2.5. We will get that at our next meeting. Significant changes in professional practice and evidence-based improvements in management and administration are still there in lines 158 and 160. PS definitely intended for public scholarship to include opt ed pieces, but we can state that more clearly.

A: In response to the comments about the removal of things resulting in legislation in 2.3.5.2.5., we rolled that into a different place. The reason we moved it to a new place and phrased it slightly different is because we wanted to be sure to include things that contributed to debate, such as on legislation, without requiring that it resulted in finalized and passed

legislation. That language is captured in line 136. If there are concerns about that language, please let PS know.

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

Senator White presented **AS 1791, Accessibility in Curricular Materials (Final Reading)**. Senator White presented an amendment that was friendly to the body to line 76 to remove “Stefan Frazier” and replace him with “Sharmin Khan.” Senator White presented an amendment to add a new last resolved clause to line 59 to read, “Resolved, that the Provost will submit a written report to the Academic Senate yearly with a summary of the total number of curricular accessibility claims filed under the *Accessibility Concerns Form*, and how these claims were accommodated.” Senator Mathur seconded the White amendment. Senator White presented an adjustment to his amendment that read, “Resolved, that the Senate urges the Provost to submit a written report to the Academic Senate yearly with a summary of the total number of curricular accessibility claims filed under the *Accessibility Concerns Form*, and how these claims were accommodated.” The Senate voted and the White amendment passed (30-1-10).

Senator Rodan presented an amendment to replace the Resolved clause on line 40 with, “Resolved, that faculty assume responsibility for identifying all non-accessible material in their courses for conversion to an accessible format.” Senator Rodan withdrew his amendment following further discussion with Senator White.

Senator Mathur made a motion to suspend the rules and extend the meeting for 15 minutes. The motion was seconded by Senator Curry. There was no dissent with this motion and the meeting was extended by 15 minutes.

Senator Rodan made a motion to refer the resolution back to the committee with instructions to confer with Provost Del Casino on the language around resources. There was no second to the Rodan motion.

Senator Massey presented an amendment that was friendly to the body to to change “selecting curricular materials” to “distributing curricular materials” on line 32, and to replace, “shall ensure selection of” to “shall ensure, in concert with the university, the distribution of” on line 34.

Senator Mathur called the question on debate of AS 1791. Senator Schultz-Krohn seconded the motion. The Senate voted and the Mathur motion passed (31-2-4). **The Senate voted on AS 1791 as amended and the resolution passed (30-5-4).**

D. Organization and Government Committee (O&G): None

E. University Library Board (ULB): None

VIII. Special Committee Reports:

Presentation by University Police Chief Michael Carroll

Vice President Faas introduced the new University Chief of Police, Michael Carroll. Chief Carroll is a man that operates with integrity, transparency, and dedication towards law enforcement and the community. A leader that is inclusive, innovative, and looking forward to making a positive impact on bridging the communication gap between law enforcement and the community. He is the right Chief of Police for SJSU.

Chief Carroll has read the report from the Community Safety and Policing Taskforce. The document reads exactly like his vision and focus for law enforcement. It also gives us a global perspective of what the university and our students want from their law enforcement. Implementing many of these concepts will help the University Police Department (UPD) transcend into a national model for other universities.

George Floyd was a game changer for law enforcement. It gave everybody the opportunity to see some of the indiscretions that happen in law enforcement. We also got to see some of the law enforcement policies that are old and antiquated. It will also give us the opportunity to dive in and see how we can do things better.

California created SB 2030. SB 2030 is really important because it talks about use of force, documented use of force, and also reporting excessive use of force. It also has a component that requires police to deescalate situations as well as identify explicit bias and cultural diversity.

Chief Carroll also had the opportunity to review our policy on Firearms. One thing that he noticed in our policy is that UPD still has the opportunity to fire a warning shot. A warning shot in a densely populated area is not a good thing. Often times it does harm to others.

Chief Carroll has created a proposal that he will be presenting to VP Faas in the next few days asking for mental health therapists. A lot of police departments are starting to incorporate mental health therapists. Approximately 60% of the calls that UPD responds to deal with some level of homelessness or mental illness. Having mental health professionals available would help UPD deescalate the situation and also address a community need to get these people the proper medical treatment.

Another area addressed in the taskforce report is diversity, equity, and inclusion. Chief Carroll is proposing a course for all UPD Officers called *Cultural Humility*. This is a 4-hour Police Officer's Standardized Training

(POST) course. It is contemporary training for law enforcement. This course teaches law enforcement about the various cultures, which will give UPD a greater appreciation of those cultures in our community. UPD will start their first course on March 8, 2022. Not only will law enforcement be attending, but also some of the SJSU community. UPD will get perspectives from all over the university.

UPD is starting to develop a relationship with the Mexican Consulate. UPD is going to try and create a relationship with the undocumented community. UPD wants to be able to bridge the gap between law enforcement and un-naturalized citizens. Many people believe that local law enforcement is tied to Homeland Security and ICE, and this isn't true.

Questions:

C: Thank you, you are a breath of fresh air. Your presentation was fabulous.

Q: On page 20 of the taskforce report, there is a comment that there is a need to build relationships, provide trust and communication, and report public safety concerns. How are you planning to do this systematically, and how will you periodically assess whether you are meeting these goals or not? Also, how will you communicate this information to the campus community?

A: UPD will do annual reports to identify our success with data and statistics. UPD already has a system in place to collect data and identify individuals they come into contact with.

Q: Our campus has a policy on "Firearms" that was signed back in 1969 (S69-18). It has not been updated since then. Would you be willing to review and give the Senate your input on this policy?

A: Chief Carroll will review this policy and provide O&G with his input.

Q: The mental health services you spoke of adding to UPD are a wonderful idea. On page 28 of the taskforce report, there is a reference to a "BJS" report. Can you tell me what that is (page 15 of the pdf)?

A: It is the Bureau of Justice Statistics Report.

Q: On page 20 of the pdf, there is a discussion of community policing initiatives, how are those different from regular policing initiatives?

A: Community policing initiatives are about building relationships, whereas regular policing initiatives are about enforcing the laws.

Q: On page 79 of the taskforce report, it talks about creating a Community Advisory Review Board. Can you share additional details about the board, such as where it would be located and who would oversee the board?

A: UPD hasn't spent enough time looking into this yet. Chief Carroll has only been here 38 days, but will be looking into this in the future.

Q: How would members of the Community Advisory Review Board be selected and which members of the campus community would be represented on the board?

A: This board is in its infancy stage. UPD will have to take some time to discuss this.

Q: You mentioned on your slide, "*If you see something, say something.*" The problem with that as I see it is that people of color, and men in particular, are often seen as more suspicious and are reported on for no justified reason. Given that information, how will you counter that so people of color are not targeted unfairly?

A: That is the primary focus of the "Cultural Humility" course. In addition, having a diverse law enforcement department helps us to educate each other.

Q: Do you have a timeline for implementing the strategies in the taskforce report and how will the campus community be kept informed about it?

A: Chief Carroll started with UPD 38 days ago and that is when the strategies started. UPD Officers are in the process of identifying those departments/organizations on campus they want to partner with. In addition, dates have already been set for the Cultural Humility course. UPD is participating in diversity, equity, and inclusion training, and officers are walking the campus and engaging with the campus community.

Q: You mentioned you would share information on the progress in an annual report, correct?

A: Yes, UPD will create and share a report on the things UPD is doing. Chief Carroll has not decided if the report will be on a quarterly or annual basis.

Q: On page 25, there was supposed to be a redistribution of unused UPD funds however, it doesn't talk about where those funds went. Can you clarify this?

A: VP Faas and Chief Carroll will look into what that refers to and get back to the Senate on this. There has been no redistribution of UPD funds. UPD is understaffed right now, but those funds have not been taken away.

Q: What incentives will you use to try and retain people that are really good in UPD?

A: UPD is looking at pay and education incentives. This is also a great environment to raise a family in. SJSU is very unique, because SJSU is one of only a few campuses that are embedded into a downtown area. Chief Carroll can use this as an incentive to keep people in UPD. Chief Carroll wants UPD to be a model for other law enforcement agencies as an innovative place to work, such as with the addition of mental health therapists.

IX. New Business: None

- X. **State of the University Announcements:**
 - A. **Provost:** Moved to the next meeting.
 - B. **Associated Students President (AS):** Moved to the next meeting.
 - C. **Vice President for Administration and Finance (VPAF):** Moved to the next meeting.
 - D. **Vice President of Student Affairs (VPSA):** Moved to the next meeting.
 - E. **Chief Diversity Officer:** Moved to the next meeting.
 - F. **CSU Faculty Trustee:** Moved to the next meeting.
 - G. **Statewide Academic Senators:** Moved to the next meeting.
- XI. **Adjournment:** The meeting adjourned at 5:15 p.m.