

Executive Committee Minutes
October 4, 2021
via Zoom, 12:00 to 1:30 p.m.

Present: McKee (Chair), Sasikumar (12:15), Curry, Hart, Kaur, Massey, Day, Faas, Del Casino, Sullivan-Green, White (12:15), Mathur, Schultz-Krohn, Papazian, Wong(Lau)

Absent: None

1. Chair McKee acknowledged the sudden passing of our colleague, Dr. Pat Backer. Senator Sullivan-Green will provide details about a memorial on campus when she receives the information. The committee had a moment of silence for Dr. Backer.
2. The Executive Committee approved the consent agenda (Consent Calendar of 10-4-21, Executive Committee Minutes of 9-20-21) (13-0-0).
3. Updates from the President:
The call for nominations for the Wang Award as well as the President's Scholar, Outstanding Professor, Outstanding Lecturer, and Distinguished Service Awards has been sent out. President Papazian noted that staff could be nominated for the Wang Award [Clarification - Staff in the classification of Administrator III or IV are eligible for the Wang award. Staff classified as Student Services Professionals III and IV are eligible for the Distinguished Service Award].

Today is the deadline for vaccinations for our students. The good news is that 99% of our students have been through the vaccination/attestation process. There are only 200 students that have not completed the process and we will be in contact with them. The President thanked AS President Kaur for her leadership in this area.

The university is committed to our local Native and Indigenous communities. We are working on a mutual resolution to the issue that has arisen regarding the handling of remains. President Papazian thanked the Provost for his assistance in this area.

We have been actively searching for a lead Title IX and Gender Equity Administrator. We were really fortunate to be able to hire Skip Bishop. Skip will be with us in November.

Questions:

Q: Can you give us some clarification about what is happening in the Title IX Office?

A: [President] We restructured the lines of reporting so that Title IX now reports directly to Lisa Millora. Wendi Liss is leaving, but Skip's position is at a higher level than Wendy's position was and with more responsibility. It is a much more strategic management level. Skip will then be hiring someone in the position that Wendy would have held which is the Deputy Title IX Officer. Then we will be adding in the investigation space. I think it will be a total of nine positions. It is a process and a lot will happen over the next several months.

Q: Are these changes in the Title IX Office the result of the agreement with the Department of Justice and given that the university has said we don't agree with the Department of Justice's findings, are you following line-by-line the things we agreed to or are we deviating from the Department of Justice plan because we didn't agree?

A: [President] Some of these changes were started as early as April. It is an ongoing process. We are committed to honoring everything in the agreement and we will. Our disagreement with the Department of Justice findings is not in its totality, it is in parts. We agree with part of it, but there are some things we didn't agree with and that is in a litigation environment so I can't really speak to it.

Q: Does it all have to be done by Fall 2021?

A: Each item has its own timeline. We have a spreadsheet. We have a shared interest and will be working with them.

4. Senate Retreat:

Vice Chair Sasikumar asked for any comments on whether the Senate Retreat should be online or in person.

C: I think it should be held online if possible. One silver lining during the pandemic was that I was able to participate in so many more professional development opportunities. It made them accessible in ways I hadn't experienced before. I think having it online might increase participation.

C: I also vote for online. I have had been to 17 memorials in 15 months over the pandemic. Certainly having it in person would put a lot of people all together and social distancing isn't really being followed any longer. I think it is a little too soon for us to go in-person.

C: I think there are unknowns about what will happen after the holidays and more people are going to be in closer contact with each other and we don't know what will happen with infection rates. Also, letting people know now allows people to make plans. It is easier to say it is online and let people plan than to say it is going to be in person and having to change it at the last minute to online.

5. SJSU Online:

Q: I have a couple questions about SJSU Online. Will the faculty that work for SJSU Online be unionized? Will the protections brought by the union be carried over to SJSU Online?

A: [Provost] We can buy people out so the answer is conceptually yes. There could be people that could have a .60 and they might teach as they do now. Just to be clear, SJSU Online doesn't hire anyone. These are faculty appointments in departments just like regular faculty hires. We are not hiring a separate faculty. There is no administrative wing that is doing that. Tenure/Tenure Track faculty are not an issue because we can do buyouts, but there was a question about lecturers in particular. We can hire 1.0 lecturers full time on the state side to do the same thing. We can also split funds and then we just have to pay their full benefits. There are lots of ways we can do this. It is not inevitable that someone teaching on the self-support side that was a part time lecturer would not get entitlements and other things like that.

Q: Is it the same as it would be for teaching regular classes at SJSU?

A: [Provost] It can be. We have the latitude to make that choice. It depends on how it works for individual people. We can bake in salaries that are commensurate.

Q: This wouldn't count as outside employment then? This is still considered SJSU employment?

A: [Provost] Yes

Q: What would you say are the incentives for departments for individual faculty to teach for SJSU Online?

A: [Provost] Faculty would have access to a new population. We are going to be teaching an adult learner population. Faculty would also be teaching shorter time frames and that might appeal to faculty. Faculty would also have the opportunity to work one-on-one with the instructional design team. We will also be baking support into the program so departments that grow the program can get support in the form of administrative assistants and funds to help grow the program. We also want to build in a scholarship program that departments can use to get students to join. There could also be an amazing opportunity for departments with Pell Grants.

Q: If I wanted to teach in SJSU Online, how would I go about it? For instance, what if my chair were to say I want you to teach regular classes and I wanted to teach SJSU Online?

A: [Provost] It is up to the chair, because it is a department decision. The chair sets the schedule.

Q: In winter and summer session there is a set number of students in order for the class to be offered. Will this be the same in e-campus?

A: [Provost] What we want to do is take the pressure off the enrollment at the department level and take it on as a university. We are going to invest in the infrastructure. We will let smaller classes run as we build up the program. We will backfill the cost for the first two years. Then three to five years out we will see if that program is feasible.

Q: Say you are getting a degree in Business Management but you are not getting it from the College of Business, you are getting it from the College of Professional and Global Education (CPGE) and moving these programs out of CPGE and into the colleges. Has that discussion taken place?

A: [Provost] That is the plan. The advertising isn't going to be CPGE, it is going to be SJSU Online.

C: When I clicked on it online it took me to CPGE. I think it is important that it is housed in the specific colleges.

A: [Provost] The programs are still housed in the colleges, but CPGE is the marketing wrapping.

C: Is it going to continue with this marketing plan?

A: [Provost] We are not touching anything in CPGE right now. That's too big a plate. We are going to focus on SJSU Online, but yes, that would be the Lucas College of Business marketing degree program, for example.

C: When I go to the CPGE website, it looks like they have the most programs of any college.

A: [Provost] Yes, but I don't know if they are actually owned by them. I'm not sure how that works. I think that is just a marketing frame. I don't think it is an ownership issue.

C: I just thought it was a weird structure.

A: I'm 99% sure it is just a marketing issue and not ownership, because the curriculum is not CPGE's. It would be great to have some guidance for chairs. It is also a good conversation to have with the UCCD.

C: As someone that has been here for 35 years, I would find it insulting to have someone brand new come in to teach online that would have a higher order of work than I. I would expect that I would be able to decide, in conjunction with my chair, if I wanted to teach online before someone that is brand new and has never taught here before.

A: [Provost] I don't disagree with that statement.

Q: Will SJSU Online students still be charged the same amount of student fees as a regular student if they don't use the services?

A: The fee structure isn't there. It is a single price. What we did in Arizona was have an opt-in system. Let's say that a student wanted health services or another fee service: they could opt in to it, but it was not a requirement.

Q: How will the number of online classes taught in SJSU Online impact decisions or expectations about teaching modalities on the regular SJSU side?

A: It won't. We have to have a larger conversation about how we think the long-term campus is going to look on the state side. We have to have a conversation about what the right mix is going to be. We have to have pedagogical discussions about what we think is best for students. That has got to happen no matter what we do, whether we launch SJSU Online or not. I've heard some rumblings that the reason we are doing 60% in the spring is to justify doing online. That's not the intent. The intent is to go after the adult learner/continuing student that hasn't finished a degree and to actually attract a different population to the campus that want a shorter course format. We have to then decide what is the campus experience for our programs that are here. We may find that we want multiple pathways both online and face-to-face in a lot of our degree programs, which means we may be asking for substantive change for a majority of our catalog to meet the Department of Education rules. That really has got to be those local conversations about what that mix looks like. That is going to take at least this whole year to think through. One is not driving the other on any level.

6. Update on Honors:

[Provost] One of the things we are deciding is if Fall 2022 is the right start date for this. This can't be a resource burden. We are working through some resource issues. If we have the resources we will move forward and if we don't then we may

wait. It just depends. We are moving forward with the curricular process. Lots of great questions came up from the committee. Ruma Chopra and team answered them. I stayed out of this, because in my mind this should be driven by the faculty, staff, and students. They had an idea for a name of "Honor's X." They even tested that with some people around. We are also looking at how we are going to recruit and working through some of that, but I don't want to get ahead of myself when the Curriculum and Research Committee hasn't finished its work. I want to make sure it goes through the appropriate procedures before we go too far down the road.

C: [Chair McKee] I appreciate that. I'll touch base with Chair White for more updates.

7. Updates from the Policy Committees:

- a. From the Organization and Government Committee (O&G):
O&G is continuing to work on the Senate Expansion and the Sabbatical referrals. O&G is in the collecting data on the Sabbatical referral, but is still discussing what data will be needed and which stakeholders to interview and speak with for the Senate Expansion referral.
- b. From the Instruction and Student Affairs Committee (I&SA):
I&SA is working on two policies, continuous enrollment and approved absences. The continuous enrollment policy may come to the October 11, 2021 Senate meeting, or both will come to the November Senate meeting. Also, I&SA is hoping to get information back from the President's Office on the Advising policy.
C: [Chair McKee] The President and I have spoken about this and I will send you an email about the discussion.
- c. From the Professional Standards Committee (PS):
PS continues to review department RTP Guidelines. PS has broken into subcommittees to look at how we can infuse diversity, equity, and inclusion into F15-8. We have subcommittees looking at service, academic assignment, and RSCA. Specifically, we are looking at what amendment could be used to infuse that into the policy.

Some other referrals that PS is looking at include F97-7 pertaining to Electronic Communication. Obviously from 1997 to 2021 there have been substantial changes in electronic communication. One area that is of particular concern is the electronic storage of information from respondents monitoring videos of students that are taking examinations. Those are some of the things that we are looking at right now.

We also had a referral from the Board of Academic Freedom and Professional Responsibility (BAFPR) to specifically address guidelines on the use of digital spaces. This relates to the current Time, Use and Manner policy.

C: I know the president has a group working on updating the Time, Place, and Manner Presidential Directive, so you may want to follow-up with the President's

Office on this if you are looking into Time, Place, and Manner issues. I think Ryan M. Ward is the contact person.

C: [President Papazian] Yes, Ryan is the contact person. I believe the draft Presidential Directive is complete and it is ready to go. I will follow-up with Ryan and report back to you Chair McKee.

- d. From the Curriculum and Research Committee (C&R):
C&R will be bringing an amendment to policy F18-5 to the October 11, 2021 Senate meeting. This amendment addresses how external parties can get PI or co-PI status. We are continuing to work on the GE Guidelines. We are hoping to bring something to the Senate by the end of the semester. We will also be reviewing University Policy S05-13, which is the policy that addresses how we go about doing organized research in training units. Finally, we will be reviewing a name change for a degree program in the Math Department.

8. Updates from the Administrators, AS President, and CSU Statewide Senator:

- a. From the Associated Students President (AS):
AS will be supporting the Violence Prevention Committee and will be hosting a number of activities including “Don’t Touch My Pumpkin” tomorrow from 11 a.m. to 1 p.m. Also, please try to wear purple every Tuesday this month.

Homecoming is next week. We have a lot of events scheduled. Please come out and support us.

C: The reopening of the AS House event was very nice and well done.

- b. From the CSU Statewide Senator:
The ASCSU is on recess until our next meeting. However, we did receive a message on September 28, 2021 from the ASCSU chair indicating that the Board of Trustees (BOT) would be having a special meeting on October 1, 2021 involving personnel matters pending anticipated litigation with no further explanation.

The ASCSU Executive Committee has appointed Senator Elizabeth Sussman (CSUN) to serve as the ASCSU representative on the CSU Search Committee for the new Assistant Vice Chancellor and State University Dean of Academic Programs.

While not related to the ASCSU I wish to inform you that this month the Chicano/Latino Faculty and Staff Association and the AAACNA Center of the King Library have begun a variety of efforts related to the heritage months. On September 28, we had a presentation on the end of the 11-year war for independence that celebrates its 200th anniversary this year including Dr. Alberto Garcia, History Department and Dr. Luis Arturo Salmeron, Fondo de Cultura Economica, Mexico City to speak with the Consul General of the Mexican Consulate in San Jose. This will be followed up by two more presentations in

October and November. Lastly, there will be a visiting presentation on October 13 - from the grassroots Guatemalan organization Desagua, which is a transnational organization focusing on Guatemalans in exile in the U.S.

The AACNA Center in collaboration with the SJMAGS is preparing for their annual Dia de los Muertos Altars (in a COVID-modified format). A limited number of front yard altars will also participate in this event (as they did last year). The altars will be up from October 11 to November. This year SJMAGS is also collaborating with the SJ art museum for a modified street fair. I am telling you this because of Amy Strage. We had an altar in her honor. Perhaps we could reach out to Kathy Blackmer (Kathyn.Blackmer@sjsu.edu) about doing something for Pat Backer.

- c. From the Vice President for Administration and Finance (VPAF):
The VPAF is preparing for his budget presentation to the Senate in October. Please send any questions or areas you would like VP Faas to focus on to him.

Questions:

Q: Could you please focus on COVID funds and their allocation?

A: Yes.

Q: Is the intent of the policy of locking the building doors to keep out anyone that doesn't have a Tower ID?

A: The intent of the policy is to keep everyone safe. During the 18 months that we were not in the buildings we had a lot of break-ins. We are trying to make sure everyone shows an ID to get into a building. If you know someone, hold the door for them and be polite. If you don't know them, then don't do it and make them swipe in. This is the only way we know how to keep the people that are supposed to be in those buildings in those buildings, but keep those that aren't supposed to be in the building out.

Q: What if I have a guest with me? Is that person then allowed to be in the building with me?

A: Absolutely.

Q: That person wouldn't have a badge, so basically I'm allowed to let them into the building with me?

A: Correct.

Q: So basically you are saying use your discretion and if it is a person you know and trust then you can let them into the building?

A: Yes. The bottom line is if you see someone tailgating into the building with you and you aren't comfortable with them, let them in but call UPD.

- d. Updates from the Provost:

Questions:

Q: I just heard that Valin Jordan will be leaving us for another opportunity from the Center for Faculty Development and her last day will be October 15, 2021. I was wondering if anyone in the cabinet knows about when a search committee

will be set up? My other question is about the University RTP Committee (URTP). There is no list of the members of this committee anywhere that I can find. There seems to be some invisibility about that committee. This is not a Senate committee. It is out of Faculty Affairs, but when I go to the Faculty Affairs website, there is no mention of this committee and who the representatives are. This happens year after year and last year I told James Lee that this information needed to be available to faculty, because they should know who is sitting on the committee. This is something the cabinet should be addressing. In fact, none of the committees that fall under Faculty Affairs have the members listed such as the Sabbatical Committee.

A: [President] I didn't know this. I will take this back. I agree with you there should be nothing secretive about this.

C: [CDO] It would be great to include the college RTP committees as well.

e. Updates from the Chief Diversity Officer (CDO):

The Native American and Indigenous Peoples Taskforce that came about as a result of Sense of the Senate Resolution, SS-S21-1, has been slow in getting off the ground because decisions were being made about how to parse out the work among the few identified Native and Indigenous faculty and staff on campus. A decision was made for the new employee affinity group called "GAIN" that is a Native and Indigenous faculty and staff association to also be the group that is the taskforce. The taskforce has requested funds to support the work of faculty and staff. There is a lot of complicated work that needs to happen in terms of outreach to different tribes and organizations. These tribes have a complicated history as well. Many of our faculty and staff may also come from tribes that are not from California as well. Some people that are involved as also indigenous from Latin America as well. It is very complicated and the group spends a lot of time trying to decide which groups to reach out to first in terms of protocol and just strategizing. A lot of the discussion has been on how to organize themselves in a way that is respectful and sensitive to the local politics. The CDO and President will be working with the cabinet to see what they can do in terms of resources.

The Campus Committee on Diversity, Equity, and Inclusion (CCDEI) met for the first time last Friday. There was a lot of discomfort and strong concern about the forward movement of the CCDEI in terms of what the Co-Chair, Angee Ortega-McGee and the CDO have put forward which is to work on a strategic priority/accountability document that prioritizes issues and holds the campus accountable. The report has not been released yet, but as soon as the CDO and President have a chance to meet it will be formally released to the entire campus. This document that the CCDEI is being asked to work on will be used by CDO staff to assist the President in keeping track of what needs to be done. The issue became one of trust and administration and whether once the committee does all this work it will be stuck on the back shelf somewhere. There was concern that previous work identifying tasks that should be done was largely ignored. The CDO told the CCDEI that when she first arrived they began working and

completed about 56 of the 60 tasks listed on the report. The other news we shared is that Anne Marie Todd had to be removed as Co-Chair as she took on an MPP position. The CCDEI will have an interim chair, Dr. Monica Allen, coming in in the spring. There is also a student that is graduating and another faculty member that is leaving the CCDEI. The President is scheduled to meet with the CCDEI on October 22, 2021.

Microaggression training: How to supervise and how to intervene for all MPPs will be completed within a month and we continue to train staff. We've had really great feedback.

We are continuing our work with the MOSAIC on the "My Costume is not My Consent" and "My Culture is not Your Costume" campaign. We will be targeting housing as well as the general campus.

We have had some stickers placed in some of the bathrooms on campus from the Bay Area Proud Boys. They didn't make any marks so no vandalism will be charged, but it has been reported to the police chief. We are keeping our eyes open.

- f. Updates from the Vice President for Student Affairs (VPSA):
We have the highest enrollment that we have ever had. We have 37,009 students. That is good news. In terms of compliance students have done what they are supposed to do. As of this morning only 171 aren't tested. This means starting today they will be getting a new message.

We had over 2,000 people attend our Spartan Speaker event. We have had a really great Spartan Speaker Series.

Questions:

Q: Can you tell us how many students were disenrolled on October 1, 2021 and how are we supporting them?

A: None. They have another week and a half. They will receive a notice of interim suspension today. All they have to do to remove the suspension is to get the test.

Q: Has there been any analysis of who these 171 students are?

A: No. It is all happening in real time. What we have found so far is that the demographics actually match up to the campus demographics. The number of African-Americans students is a little higher than our population, but the other numbers are pretty close to what our community looks like.

C: [CDO] A lot of attention and extra time is being paid to these 171 in terms of making sure we reach out to them in multiple ways.

A: [VPSA] What we are going to make sure is that there aren't problems like with financial aid that are deterring these students.

Q: Do you have any numbers in terms of percentage of those students that are vaccinated versus those that have requested an exemption?

A: [VPSA] I think I was so excited about the number that I didn't get that information this morning, but it has been a pretty low number. It hasn't jumped up but I'll bring that back to the next meeting.

Q: Are there any updates about the report from the Campus Safety and Policing Taskforce?

A: It has been completed and sent to the President. They are waiting for the completed and edited version.

Q: How will the report be shared with the campus? Will it go to the Senate?

A: I will have a conversation with the Executive Committee first, then we will have conversations with smaller groups. Finally, it will be posted someplace everyone can access it.

Q: Some students are saying they were tested weeks ago and haven't heard and are worried they will be dropped?

A: It is those students that hear from us that need to worry. If they haven't heard from us then they are fine.

9. The meeting adjourned at 1:37 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on October 4, 2021 and transcribed on October 14-15, 2021. The minutes were reviewed and edited by Chair McKee on November 1, 2021. The minutes were approved by the Executive Committee on November 15, 2021.