

Executive Committee Minutes
January 18, 2022
via Zoom, 12:00 p.m. to 1:30 p.m.

Present: Alison McKee (Chair), Steve Perez, Anoop Kaur, Julia Curry, Karthika Sasikumar, Laura Sullivan-Green, Ravisha Mathur, Vincent Del Casino, Patrick Day, Tabitha Hart, Kathleen Wong (Lau), Winifred Schultz-Krohn, Charlie Faas

Absent: Kimb Massey, Brandon White

1. There was no dissent to approval of the consent agenda (Executive Committee Agenda of January 18, 2022 (12-0-1)).

2. **Updates from the President:**

Tsunami

[President Perez] All employees should have received a Tsunami warning email from me over the weekend. I don't think any of our employees were directly impacted. [CDO Wong (Lau)] There is impact for members of our Tongan community. People have been unable to confirm the location and safety of their family members. One of the complications is that Tonga is totally free of COVID right now and they are reluctant to have people deliver aid, so international aid agencies have been trying to figure out how to work with their government, etc. We do have some student athletes and staff that have family members in Tonga. The coaches and staff in Athletics have been reaching out to them. We are also reaching out to our Pacific Islander staff and employees on campus as well.

COVID

Provost Del Casino sent me a *New York Times* article that talks about what wastewater can tell us about COVID. It is pointing to California being a little past the peak with this COVID surge and we should ride it down over the next two to three weeks. We will see where we go from there. I'm looking forward to seeing everyone.

Questions:

Q: Thank you for making testing available on campus.

A: [President Perez] The thank you goes to the hardworking people on campus that are providing this. I'm happy to accept the thank you on their behalf.

C: [Chair McKee] I was on Facebook today and you can get four COVID tests sent to your home from the government for free.

3. Election of the Chair of the Instruction and Student Affairs Committee (I&SA):
Chair McKee announced that Senator Sullivan-Green would be on sabbatical for Spring 2022 and the Senate needed a replacement to be Chair of the Instruction and Student Affairs Committee (I&SA). Senator Frazier has graciously stepped up to be considered by the Executive Committee for Chair of I&SA. A statement from

Senator Frazier was presented to the committee. Highlights of Senator Frazier's experience with the Senate include serving as a Senator for 12 years, being a previous Chair of the I&SA Committee, having served as Vice Chair, Chair, and Past Chair of the Senate. Acting on behalf of the Senate in accordance with Senate bylaw 4.2, the Executive Committee voted and Senator Frazier was elected Chair of the I&SA Committee unanimously (13-0-0).

4. Updates from the University:

a. Chief Diversity Officer (CDO):

We reached out over the weekend to our members of the Tongan community regarding the Tsunami. We also reached out to members of the Jewish community regarding their fears related to the incident in Texas and the taking of four people hostages, including a Rabbi, at a synagogue in Texas. That incident turned out well in terms of the hostages all being safe. Across the country people are experiencing fear in their places of worship.

The Office of Diversity, Equity and Inclusion is working on a message regarding climate survey issues. We will also include something in the message about the campus really looking at and reaching out to the Tongan community.

The Office of Diversity, Equity and Inclusion and the Office of the President are participating in Hillel International's Campus Climate Initiative. It is looking at anti-Semitism. We are also working with the Council on American-Islamic Relations (CAIR) on anti-Islam and Islamophobia issues in the United States. We have been working with VP Faas, Traci Ferdolage, and our Muslim students to find a meditation and prayer space on campus in addition to the small space in the MOSAIC center. We've already had meetings with the Muslim Student Association (MSA) and Facilities Development and Operations (FD&O), and now we will bring everyone together to talk about space and what the short- and long-term goals will be. This has been a long time coming. VP Faas and I had worked with MSA and were about to bring online a prayer space in April 2020 when COVID hit. The students are very, very appreciative.

We have been working with Orientation staff to ensure when students arrive they understand SJSU's perspective and philosophy as well as our operational mission in terms of diversity, equity, and inclusion. Our staff have been training housing staff as well in terms of processes and procedures when any sort of discriminatory or exclusionary behavior occurs. We want to be sure they understand how we work with other offices so that they don't try to take care of things themselves, but actually consult to make sure we take care of things properly. We want you to know that even though we are in a virtual environment, we are still continuing to do this type of training.

We are also restarting up the Justice, Equity, Diversity, and Inclusion (JEDI) roundtable group of 38 professionals across campus. We are going to start

meeting with those folks in February 2022. This is in addition to the Campus Council on Diversity, Equity, and Inclusion (CCDEI) which will meet regularly.

Questions:

Q: I know the CCDEI report provided the president with critical next steps and since they will be resuming meetings soon, has there been any discussion about what the critical next steps by the CCDEI or the campus should be?

A: [CDO Wong (Lau)] One of the critical things for the Executive Committee to know is that one of the co-chairs, Monica Allen, was on sabbatical and she is coming back this semester. Both co-chairs, Angee Ortega-McGee and Monica Allen, will be meeting with me to really drilldown into what the CCDEI will be doing in terms of activities for this semester. However, we have a spreadsheet from last semester with a list of all the recommendations from the report that all committee members can access and update with action taken. The spreadsheet was presented to cabinet members last semester. There are priorities that will be managed by CCDEI and priorities that will be managed by the co-chairs. There are things that may already be done or that have been started already and we are trying to capture that data on the spreadsheet as well. The spreadsheet will go live soon and we will discuss when and how when the three of us meet.

b. Vice President of Student Affairs (VPSA):

Spring 2022:

We have some pretty significant welcome programming that is continuing for Spring 2022. A lot of it will be virtual. We will obviously continue the Weeks of Welcome. We are working on how we are going to time that programming. We will also continue with our Spartan Speaker series. The series has been incredibly successful. We have had Orientation and lots of excited students. We had that virtually as well. However, this is not our first time. I spoke to a group of about 550 students just the other day.

Our enrollment continues to be very strong for Spring 2022. We are sort of steady state relative to where we were last year. We look a lot different than a lot of universities in publications you may read and that is a good thing. However, that isn't permanent necessarily and I want to keep saying that because it isn't a given. There are some adjustments in undergraduates. Part of what is happening is that we are seeing a large headcount with some adjustments in our Full-Time Equivalent Students (FTES). We are seeing some shift in undergraduate students and how many classes they are taking. We do not know yet where that will land. We will know more in a couple of weeks. We have the largest number of students we have ever had, but we are seeing some slight decline in average units. That is a concern.

Fall 2022:

For Fall 2022, our Frosh applications are way up. That is good news. Our transfer student applications are down, and they are down by 1,600 students. That is a point of concern for us. I think things will even out. I'm not excited

about that, but some of the things you've been reading about the decline in community college students is what we are starting to see roll into our future. Our community college partners like DeAnza and San José City College are down double-digits in terms of enrollment. I think this is going to be an ongoing concern for a while. I'm concerned about our transfer numbers because we will not be able to live long term on our Frosh numbers.

COVID:

We have a booster shot deadline of January 31, 2022. We are pushing communications right up until January 31, 2022. Students will be required to test prior to moving into housing on campus. We offer testing on campus as we discussed previously. Some students will be in a testing protocol over the course of the year. We have increased the number of isolation spaces that we have. We anticipate having more students that test positive. We are up to between 220 and 250 spaces on and off campus. To be clear, the off-campus space includes hotel rooms. We will probably be modifying how we do quarantine at some level.

Questions:

Q: Can you speak to graduate enrollment?

A: [VP Day] We are up 500 applications for Fall 2022. Special Session is down a little bit for Spring 2022. However, overall, we are about the same. We are down 54 graduate students for Spring 2022, but up for Fall 2022.

Q: My chair was discussing enrollment and saying some of the lower division in-person courses were getting hard to fill, whereas the online courses were filling up quickly. Do we as an institution collect and analyze data on student preference that way? Over the last couple of semesters are students gravitating to online courses?

A: [VP Day] The provost and I have spent a lot of time talking about how to plan across these lines and for these kinds of things, because we haven't come across this before. The Registrar's Office is saying the same thing. There are lots of students enrolling in the online classes. I get a lot of requests from students saying this is my last semester and I want it all online. What I'm saying is that because we are so big, everything is multi-modal. We could see hundreds of these requests. We have just begun to move to a more collective planning process. I think you are exactly right. These are the questions. Now we are seeing very different behavior from students. The shifts I'm hearing about are not so small any longer, and I'm not sure it will just be for one semester. When I was speaking about average unit load that is something we need to take a look at and see how that looks across colleges and is it a phenomenon happening everywhere or just here. What we find many times across colleges is that there are differences across colleges. We are looking at this regularly as opposed to on an incident, but I appreciate the question.

Q: This is what I'm hearing across the campus. It could be that people are still afraid to come back to face-to-face classes, or they don't want to mix and match

face-to-face and online classes, or they don't want to commute and pay the gas prices and parking fees, etc. I think there needs to be some kind of substantive review of how students are making their choices and then we need to adapt. I am very concerned about our graduate program even though you said our graduate applications are up. I mean 400 of the 500 could be in Engineering and only 100 across the other colleges. What I'm hearing across campus is that graduate applications are going down and it has become a challenge for faculty who are recruiting into our programs. What kind of supports are being put into place for those programs that are struggling?

A: [VP Day] Your point is a good one. I don't have the data on spreadsheet for where those 500 are. I'd love to have that big conversation in Spring 2022. I would suggest to you that the issues of modality and flexibility will impact the graduate programs even more than others. I would say the pressure of competition from other universities that are offering hybrid or multiple modalities is only going to increase. COVID has kind of thrown everything out of whack. It is hard to determine what the driving factor is. I would say that convenience is going to be an issue for our graduates, and they will go where the convenience is for them. Our undergraduate students may be a little more tied to our space, but the question was what kind of supports do we have for the faculty that are recruiting? Our strategic enrollment plan calls for a more collaborative approach, and that is what we need. This goes back to the point made earlier about planning and looking at all the factors like where we are recruiting and who we are recruiting, etc., and then taking the collaborative approach. This is where we would start to see some insulation against those enrollment numbers. However, I will go back to what I said before. I think there is going to be more sensitivity to the way programs are offered.

Q: I agree. I think faculty will have to rethink their program to align their programs to the field. Also, for undergraduates in terms of transfer students, up into the peninsula is where we have could have the opportunity to grab as many undergraduate students as we can, especially if they can get the Grade Point Average (GPA) bump. Has there been any further discussion about this?

A: [VP Day] President Perez and I haven't had the opportunity to have that discussion yet, but I agree with you.

Q: If a student tests positive for COVID, do they have the option of going home to quarantine or must they stay on campus? When the students are in isolation, what sort of pocket money is paying for their isolation?

A: [VP Day] VP Faas and I have worked together and some of those dollars come from Housing funds and some may come out of HEERF. We are not forcing students to stay in housing. However, what the Health Department would like us to do is encourage students to stay put and not travel.

Q: Can you clarify whether this applies to all students or just those in the Residence Halls.

A: [VP Day] This is for students in the Residence Halls only at this time.

c. CSU Statewide Representative to the Executive Committee:

[Senator Curry] This week the ASCSU policy committees and the plenary will take leave from Wednesday through Friday. We will discuss the pending resolutions I gave you in December 2021. Highlights of the plenary will include AB 928 and the advancement of the Equity, Diversity, and Inclusion Special Committee. We will be discussing moving the committee to permanent standing in the ASCSU.

I have two items that are not CSU Statewide items, but I'd like to point out to you. First, the annual MLK Library Black African American Heritage Exhibit. This month it is, "This Woman's Work: Unraveling the History of Quilts" curated by the Director Kathryn Blackmer-Reyes, which features beautiful quilts by local craftswomen and is open till March 2022.

The second item is that last Tuesday the San José City Council accepted a resolution to conduct a study to issue the right to vote for elections to non-citizens. Many of us participated in that and it was very exciting. I'm hoping to be part of the commission. As you know I have been involved in addressing the rights of immigrants, especially students. One of the reasons I brought this up is because there was a little bit of hate speech that was exhibited during the open testimonial. It made me think how proud I was of the work being done in general education in building the idea of civic engagement and pushback. Part of the leadership for this movement includes graduates from my own graduate program. I just think it is an amazing opportunity to see our work in progress.

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

[VP Faas] Michael Carroll has been appointed our new University Police Department (UPD) Chief of Police and he started today. VP Faas read a little from Chief Carroll's resume that explains who he is, "A man who operates with integrity, transparency, and dedication towards law enforcement and the community. A leader who is inclusive, innovative, and looking forward to making a positive impact bridging the communication gap between law enforcement and the community." I think that summarizes exactly what we've been looking for in our police chief, bridging that gap between law enforcement and faculty, staff, and students. We will get him to the Executive Committee sometime during the next month. Chief Abeyta, our interim police chief, will assist for about a month.

The governor put out his budget in January. Some feel it is great, others feel it is average, and still others think it is too low. Essentially, the CSU asked for \$1.7 billion from the state. The governor came through with a little over \$500 million. So, by math counts, way short. SJSU is one of the deferred maintenance campuses, and truly that fell short of expectations. One of the biggest single gaps was on the salary side of things as far as what is happening and funding the General Salary Increase 2025. We got all the requirements fulfilled, but we didn't get any specific dollars. All that said, this is the January budget, and we

have two or three more rounds before we get to May and July. We are hoping for quite a bit more.

Questions:

Q: My question is about the budget and what the governor has noted about the conditions for the money, including things like increasing enrollment and noting that he is going to give \$80 million, specifically towards increasing enrollment in Social Work, Early Education, and one other area. I'm concerned about the piece of the pie that SJSU gets, given the high cost of living area we live in and how hard it is to recruit. Is there a strategy moving forward because I know we still have opportunities to lobby in terms of how we can get bigger pieces of pie. We can have those sensitive discussions about enrollment and how we are already doing a lot of work around closing equity gaps as we continue to lobby for a bigger slice of the budget.

A: We are one of the very few Northern California campuses where enrollment has not been going down. We are one of the only campuses to hold steady. We plan on continuing to do that in the short term and hopefully long term. From an enrollment perspective, we are okay in the short term. Especially now with Interim President Perez here, he is completely focused on closing the gaps on Graduation Initiative (GI) 2025. I think we are aligned with where the governor is going. We won't be dropping the ball on that dime. [President Perez] VP Faas is completely right. What the governor is asking us to do is to continue on with GI 2025 and amplify our efforts at closing opportunity gaps. I might be nervous about enrollment if I weren't on this campus. We will continue to be able to attract students. I don't think we will have any trouble over the next couple of years. I'm not worried about enrollment. What the governor has asked us to do and we will do is put our efforts into doing our jobs for the state of California.

Q: In looking at this over the weekend, there are areas we are already doing well in such as in support foster care and there is a budget line item for supporting foster care for \$12 million available. We are poised to capture some of that funding into our budget and we should be strategizing at this time. I know VP Faas is probably already strategizing. I've seen the deferred maintenance list. I think we should prepare our campus to be first in line to get some of that funding.

A: [VP Faas] The day after this went out, I sent a note to the Chief Operating Officer (COO) about the farming money. We do farm down at Moss Landing. We want a piece of that farming money, it should not go only to Cal Poly SLO, or Pomona.

e. Provost and Senior Vice President for Academic Affairs:

Questions:

Q: My question is about faculty recruitment. Have we been successful in recruiting the number of faculty we need this year to be sustain our faculty numbers?

A: [Provost] I don't know, but I will find out. We haven't said no to any searches. I will say that with the pressures on the budget, I have said no to one two-for-one. Unless a department is looking to hire two people in the same area because they are desperately low, we are not doing the two-for-one hires. We launched nearly 80 searches. If we stick to our range, we should probably get 60 hires.

C: I hope we can keep going with that this upcoming year.

A: [Provost] It all depends on how we decide to use the budget. There is flexibility and opportunity in the instructional budget we have, but these are very hard conversations we have to have at the local level about how you organize teaching and learning. Unless we are willing to have those conversations, we are going to hit a wall. It is very hard for me to walk into a room with the President and VP Faas and say, "I need another \$5 million for faculty" when we know there is space in the budget I have. I told President Papazian that we would eventually hit the ceiling of the instructional budget, but we aren't there yet. You know me, I definitely want to authorize as many searches as possible.

Q: Back to the topic of Academic Freedom, this is just a friendly reminder that on the pending policies log, there is a pending policy on Academic Freedom that is S18-12 and it amends S99-8 and S99-9, but it was never approved by a former president so I guess it is back with the Senate to revise and resubmit?

A: I don't have the answer. I think it is worth a conversation. I have some opinions about it. It is an important conversation.

f. Updates from the AS President (AS):

We have a California State Student Association plenary this week. We also have our Associated Students Winter Retreat tomorrow. AS is also very excited to host a meet and greet with President Perez.

5. Policy Committee Updates:

a. From the Organization and Government Committee (O&G):

There are no new updates from the last Executive Committee meeting. However, President Perez I can't emphasize how important it is to get you to look at Amendment C to the Athletics Board Policy, F07-2.

b. From the Instruction and Student Affairs Committee (I&SA): No report.

c. From the Professional Standards Committee (PS):

President Perez I would love for you to come to a PS meeting and comment on some of the policy revisions we are proposing to the RTP policies. We are infusing diversity, equity, and inclusion into all the RTP policies.

A: President Perez announced he would be happy to go to a PS meeting.

d. From the Curriculum and Research Committee (C&R):

6. The meeting adjourned at 1:15 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on January 18, 2022. The minutes were edited by Acting Chair Sasikumar on February 1, 2022. The minutes were approved by the Executive Committee on February 14, 2022.