

**Executive Committee Minutes**  
**June 25, 2021**  
**via Zoom, 1:00 p.m. to 2:30 p.m.**

Present: Cargill, Curry, Faas, Hart, Kaur, Massey, Mathur, McKee (Chair), Papazian, Wong(Lau)  
[joined at 1:49 p.m.]

Absent: Day, Del Casino, Sasikumar, Sullivan-Green, White

From the Chair:

1. Discussion of Summer ADAPT Town Hall on June 24, 2021

Q: Do you know how many attended Town Hall?

A [Faas]: 700+ registered and high 500s attended. We are planning another in August because changes in repopulation plans and protocols are happening every day (e.g., masks, distancing, variants, etc.)

Q: How will information about these meetings be disseminated?

A [Faas]: All Town Halls are recorded. Everything the University has will be posted to SJSU's ADAPT Web site.

Chair McKee observed that repopulation plans will impact the Academic Senate (e.g., whether to bring meetings/committees back in person or the full Senate meetings themselves).

Faas shared that he has been coming to campus consistently as his style of leadership is to be physically present. He feels the sooner we start showing up, the better: people take cues from Senate Exec and the Senate.

McKee will be going to her physical Senate office in Fall 2021 when it becomes habitable. She agreed that the Academic Senate leads by example but added that we want to be mindful of varying concerns and hesitations in a consultative process.

McKee announced that the new athletic director Jeff Konya will be attending the July 26, 2021 Senate Executive meeting.

2. A motion was made and seconded to approve the Senate Executive minutes of June 16, 2021 (7-0-1).

3. Updates from the President:

The President plans to take a vacation in the next couple of weeks. Most upper leadership has not taken a vacation in over a year. She urges everyone to take breaks. There is a lot of work to be done coming up. She feels grateful for all the work that has been done to support students and SJSU as a whole.

Repopulation is at the top of the agenda. Many questions arose during the June 24 ADAPT Town Hall. There will be lots of different questions specific to different campus populations (i.e., staff, students, parents, etc.)

A lot of the information revolves around the vaccine policies. The expectation is that most students and staff will be vaccinated come Fall 2021. There is growing confidence that herd immunity will be reached. However, the variant is emerging to be much more contagious than the early COVID strand. As we get information, it will continue to be posted.

There will be a gradual repopulation, but we need to rebuild and return to campus knowing it will look different than before COVID. Folks may think, "I'm successful working from home." But how do we know? Just because an individual feels successful doesn't necessarily mean it translates to how working from home has affected SJSU in general, students, or employees.

Impacts are different from unit to unit to unit. Remote working needs to be better understood in terms of how it affects learning and impacts the organization. It will be a work in progress. There will be confusion. We need to keep our ears open, keep listening to all perspectives, and we need to address issues as they arise.

CFO Faas will be finishing up the fiscal year. There is no signed budget yet, despite the May revise. We are still not sure what impacts will be made on contracts and allocations. A lot of that is based at the Chancellor's office. The economic recovery is uneven and uncertain. However, I'm really proud what we've accomplished during these trying times and now as we bring ourselves back.

Questions:

Q: How do we find out if working from home has been effective? It seems as if this may differ, depending what type of interactions, groups and/or situation are being considered. Will there be latitude for diverse solutions?

A: There will be a lot of ways to think about these questions. Adding a disparity lens to it will help us understand how we can support groups going forward. For example, department meetings: some meetings can be done remotely. But there may be other meetings that require more in-depth discussion (e.g., planning events, curriculum, etc.). These kinds of conversations may require an in-person dynamic. What we've learned is how many more tools we have in our toolkit. How do we want to define ourselves? This is a question we will be working on.

C: We need to be mindful of what we do in person and save work that can be done online to be online.

Q: What is happening in terms of the vaccination deadlines and policies around that? Will the Student Wellness Center provide vaccinations?

A: There is every expectation that vaccines will be ultimately required. But the question is: when? Different vaccines require different times to complete the vaccination. Some are one

shot and done. Others, for example Moderna, require 3 weeks between shots to be fully vaccinated. The Student Wellness Center will not provide vaccinations but there have been pop-up vaccination sites on campus and there are various community resources.

Q: Are there more details on the return to campus?

A: Each unit is working to make sure their phase-in repopulation plan is working for them. We will start in July but won't be fully back until August.

Q [to Kaur] President: How many AS Board Members are in town?

A: [Kaur] Only 5 out of 14 student members are in town now. But by August they will mostly be back because they anticipate their meetings will be in person.

Q: A reflection on the return to campus and flexibility: we are all in a place of privilege in this room because we have choice and control over our return. But I'm concerned about staff not having that level of privilege. Concerned about inequities. How is the cabinet addressing this?

A: Is it inequity that some people have been working the entire time of COVID (i.e., maintenance, etc.)? Is it inequity or simply their job that they were required to do safely? It depends on the specific job. There have always had differences in work. For example, faculty have always had more flexibility than some other kinds of employees. But faculty also have their work always with them, unlike some other positions (i.e., they can't leave it at the end of the day). This has always been true.

Q: What about some staff working from home while others do not? These differences often vary from supervisor to supervisor.

A: If we apply the same principles to decision-making and it is transparent, then there will be equity.

Q: There is also an equity issue in terms of location and salaries.

A: Those questions need to be directed to employees' specific unions.

Q: To what extent would each unit be able to reimagine the way it wants to move forward?

A: We need to create the space for that to happen. We will try to figure out how to do this in a way that's inclusive as we go into the future.

Q: When you announced how you were supporting the APIDA center, that was very exciting. Are we on track? What is the progress? The description for the director has already been written and pushed forward. Hiring can occur with or without a fully ready space.

A: Patrick is working on a soft opening this fall and we are looking for funding to support that. The Native American Task Force is also working on this. We have meetings set at end of July.

C: There's a lot of potential for funding among our alumni and other high-profile API members of our community and beyond.

#### 4. Policy Committee Updates

##### Update from the Chair of Professional Standards

Cargill has accepted the position of Interim Dean for College of Science and thus cannot serve as a senator and chair of Professional Standards. She is more than willing to assist with transitions. The Senate Executive Committee extended its congratulations to Cargill.

##### Update from the Chair of Organization and Government

Hart: This is my first time to address you. I'm working with the previous Chair of O&G (Sasikumar) to ensure a smooth transition.

C: Make sure to talk with Karthika about referrals, particularly regarding representation issues on the Senate.

A: I will do that.

[Remaining Policy Chairs were not present.]

#### 5. University Updates

##### Update from the President of Associated Students

Two-year operating agreement has been signed by the President and is moving forward to the Chancellor's Office. We hope to extend the signing length. The community garden is now going to be accessible to all. Half of students want to return to campus and continue their college journey. The other half want to remain online. There is a range of different concerns among students: housing, accessibility of parking, having spaces on campus to congregate safely. How will students navigate the 30 minutes passing time between classes? They are excited to hear the library will be open and perhaps classrooms for students to access wifi at school instead of at home.

C: Also outdoor campus wifi has been upgraded and is much stronger than before so students can access it outside of buildings.

Q: Did the AS Board of Directors assume their new roles on June 1, 2021?

A: Yes

##### Update from the Vice President of Administration and Finance (VPAF):

The MLK library will be opening up. A fair number of classrooms are opening as well. Over the spring and summer, significant work has gone on in the International House which hasn't been updated since it was built (e.g., ADA access, elevator, exterior work). Other students besides international students also stay there.

Questions:

Q: What kinds of provisions will be taken with Clark or Sweeney without windows and crowding, especially in terms of students congregating? For example, an office is in Clark, very small, and often the door opens to crowds of students. Smells tend to linger in the hallways with lack of circulation.

A: We won't be filled to capacity on campus (i.e., only 50-60% of the regular population is expected). We are making sure things are safe. Every step of the way the environmental safety people are working to make it safe for everyone.

A: I've been getting questions about air quality and ventilation (which were also issues brought up in the June 24, 2021 Town Hall). Some people have expressed a desire to see the data that support these assurances.

A: The science isn't about airflow or cleaning like it used to be. It is a little confusing where and why people are looking for data.

C [President]: Not everyone is scientifically qualified to assess some of the data. Perhaps we can put together an informational FAQ addressing some of these recurring issues and questions, however, and share what has been done because people's concerns do matter.

C: There wasn't a student on the search committee for the new athletic director.

A: It was a fast but thorough process. A former student athlete was part of the process.

Q: CSU San Diego hired 2 social workers for their police force. Is SJSU thinking about doing something along those lines?

A: We are waiting for the task force results to find a way to continue to make SJSU a safe place.

C: [President]: I've seen the draft report. There are a lot of recommendations there and one of them adding health counseling on the police team. I anticipate it will take some time to get through the information. There are good recommendations there with input from many very good people.

#### 6. Update from the Chief Diversity Officer (CDO):

Questions:

Q: Could we get a status update on the Committee on Professional, Productive, and Ethical Expectations in Work Relations? Specifically, are there any planned budget line-items that would demonstrate a real fiduciary investment and commitment by SJSU to "anti-bullying," and to providing a safe and positive work environment for its faculty, staff, and students?

A: A challenge for the group is that it is a fairly small group for an enormously complicated topic (e.g., different definitions of bullying from different perspectives: i.e. legal, labor) and there have been changes in group composition over time. We are looking forward—holistically—at work culture. We are looking at coaching, resources. A struggle is working with collective bargaining agreements, policies, and regulations which define these behaviors differently in terms of conduct.

C [President]: We are already creating a better workplace environment. We come together as a cabinet. Specifics will unfold based upon the recommendations. We've set up a priority for antiracism. We are looking seriously at it.

Q: Has there been a discussion around a Faculty-Staff Ombudsman position?

A: That has been discussed and there are aspects of that in the report.

C: The placement of that person is going to be critical. People consult for a reason. I had an instance where I went straight to Mary. It would have been easier if we had an Ombudsman.

C [McKee]: As someone on that Committee, I can say that has been discussed. There will need to be real investment in human and financial resources and changes in culture in order to make effective interventions at SJSU.

7. Update from the CSU Statewide Senator:

ASCSU is also engaged in questions regarding repopulation (i.e., how we will we have our meetings, etc.) Looking forward to MOVING BEYOND BIAS seminar next week. Working on finding ways to diversify the Senate and give space/voice to those that have not been historically represented. There will be a fall exhibit: JUSTICE FOR OUR LIVES. Really exciting. Images by Oakland based artist of people who have died at the hands of police brutality (400 pieces).

Questions:

Q: Were there critical issues that the ad hoc committee discussed that we need to address at SJSU?

A: We're examining the issue of people of color and opportunities for leadership (these have traditionally been filled by mostly white leaders). JEDI (Justice, Equity, Diversity, and Inclusion) exists on the state level. Some issue revolve around data that we're unpacking now: implications of Federal decisions, identity contraction, salary, adjustments, pay equity, etc. Those concerns need evidence and data about them. I'd be happy to share information as we go.

8. The meeting adjourned at 2:38 p.m.

These minutes were taken by Associate Vice Chair Kimb Massey on June 25, 2021 and transcribed on June 26, 2021. The minutes were reviewed and edited by Chair McKee on July 13, 2021. The minutes were approved by the Executive Committee on July 19, 2021.