

2023-2024 Academic Senate Minutes
November 6, 2023

I. Call to Order and Roll Call

Vice Chair Hart confirmed the quorum and the meeting was called to order at 2:02 p.m. Chair Sasikumar reminded members that the meeting is recorded for the purpose of taking minutes and the recording will be destroyed when the minutes are completed. The Chair requested all senators to sign in using either the QR code or the sign up sheet. 42 Senators were present.

Ex Officio: Present: Curry, Multani, Rodan, Sasikumar, Van Selst, Absent: McKee	HHS Representatives: Present: Baur, Chang, Sen Absent: None
Administrative Representatives: Present: Del Casino, Faas Absent: Day, Lee, Teniente-Matson	COB Representatives: Present: Chen Absent: None
Deans / AVPs: Present: d'Alarcao, Kaufman, Meth, Shillington Absent: None	EDUC Representatives: Present: Mathur, Munoz-Munoz Absent:
Students: Present: Brown, Chevis-Rose, Gambarin, Guzman, Tikawala Absent: Mejia	ENGR Representatives: Present: Wong Absent: Kao, Sullivan-Green
Alumni Representative: Absent: Vacant	H&A Representatives: Present: Blanco, Frazier, Kataoka, Lee Absent: Han, Sabalius
Emeritus Representative: Present: Jochim	SCI Representatives: Present: French, Heindl, Muller Absent: Shaffer
Honorary Representative: Present: Peter Absent: Buzanski, Lessow-Hurley	SOS Representatives: Present: Buyco, Hart, Haverfield, Pinnell, Raman Absent:
General Unit Representatives: Present: Flandez, Johnson, Masegian, Pendyala Velarde, Absent: None	

II. Land Acknowledgement:

Interim Chief Diversity Officer Dawn Lee read the land acknowledgement.

III. Approval of Academic Senate Minutes:

A. Approval of Senate Minutes of October 2, 2023 (37-0-4)

B. Approval of Senate Minutes of October 16, 2023 (38-0-3)

The Chair acknowledged the minutes takers Joanna Gaona and Maharsh Soni (for 10/02 minutes) and Reiko Kataoka (for 10/16 minutes) for their work.

IV. Communications and Questions

A. From the Chair of the Senate:

The Chair acknowledged Diwali (Hindu Festival of lights) and announced the holiday reception for all senators at the President's residence on November 30, 3-5 pm

- New senator Gita Mathur from the College of Business joined the Senate.
- The Committee on Senate Representation has formed.
- The Senate leadership had a meeting with a CSU Trustee Jean Firstenberg and another meeting with NACADA (National Academic Advising Association) reviewers.
- There will be a talk by Ken Yeager, a prominent activist and politician, sponsored by the Political Science Department.
- President Teniente-Matson is absent today, and Provost Del Casino will present the President's update.

B. From the President: (by Provost Del Casino)

The provost announced that the "President's Report" slides will be distributed to senators. The slides lists President's priorities as follows:

- Holistic Student Academic Success
- Leading the Campus (transparency) to a financially sustainable and balanced budget
- Rebuilding a Culture of Caring, Trust and Inclusivity
- Best in Class: Institutional Values and Strategic Plan Recalibration
- Business of Running the University

The provost shared updates on the following points:

- There is an ongoing search for the Chief Diversity Officer (CDO) and a new search for the Chief of Staff.
- Black Student Success Report – This is a systemwide report. SJSU was asked for recommendations and focus areas of the campus. The President formed a tri-chair group with: Shaun Fletcher, Professor in Journalism, Patience Bryant from ODEI, and Tijon White from EOP. They will be supported by VP Barrera and the CDO.
- Mission, Vision, and Values (MVV): The Strategic Planning Steering Committee reviewed the MVV statements. The SPSC will review the goals and outcomes next.
- Budget: There will be some mid-year adjustment given our financial obligations and our current financial position. The Budget Advisory Committee will make recommendations. I have had a conversation

with the deans on teaching schedules so that students will know what may or may not be on the schedule.

Questions:

[Q]: Can you explain what caused the need to shift the schedule?

[A]: One is compensation requirements that are retroactive to July. Another is structural budget problems. We cannot borrow money this year so we have to make it up somehow. We do not lose seats, so the students can continue to progress through their degrees while managing the financial situation.

[Follow up Q]: But we were told to cut 70-90 sections in our college in the next few weeks. We do consolidate, but we are likely to lose sections, starting with electives and GE courses. Could there be a message from the administration to students about this situation?

[A]: We cannot offer four electives with 15 seats if we can do with two electives with 30 seats, but I will take a look to see the best options for us.

[Q]: The cut could be equivalent to over 100 FTE, which will be more for lecturers. How did you arrive at this number? Also, since it is going to affect upper division classes, why not wait and see if it fills? Finally, wouldn't it make more sense to wait until registrations are over?

[A]: For the number, we see our financial position and work backwards to arrive at the number. For the third question, if we know we cannot offer as many sections as before, it is better we consolidate now so the students know what they can take. If we wait until January, the chaos will be more severe.

[Q]: There was an increase in tuition fee, then the new chancellor came in, then 95% of CFA members approved a strike authorization, then more budget cuts was announced. The budget cycle is July, so this is suspicious. There is a presentation of a reverse picture on CSU budget with plenty of operating money, reserves, etc. If there is austerity, why not dip into those funds?

[A]: Each campus is different. We have \$180 million, but most of it is not general fund reserve. The system does not move funds across campuses, so we do not have access to anything beyond this campus. We also have new compensation requirements.

[Q]: Has there been a rise in the campus safety issue? The Clery Report does not show anything concerning but there has been a rise in discussion around campus safety.

[A]: No, it is more of preparedness. We have a new Emergency Operation Manager and we had a lot of exercises.

[Q]: I appreciate consolidating sections now than dropping them later. Is the campus using smart planners to pick which sections should be kept?

[A]: Not much, but now we have functionality on those tools. We are also looking to see if there are rooms for which we can increase room capacities.

[Q]: You mentioned that we cannot borrow more. Why?

[A from CFO Faas]: We have access, but it is for operating funds. It is a different bucket and there is a limit on how much we can borrow to cover structural deficits.

[Q]: Much of the issue seems to be the impact of salary negotiation. Would we have taken different decisions if it is not taken into calculations?

[A]: Yes.

[Follow up Q]: What would they have been?

[A]: In retrospect, it would have been better to resolve it at one sweep and deal with the raises through different strategies, but we did not do that.

[Q]: Course cuts were a major concern at the CSSA (Cal State Student Association). What has been done from the President's Office to communicate with students about it and to assure that they can graduate on time?

[A]: Before we communicate, we want to make sure what we can and cannot do. The top priority is that students can graduate. Some elective courses may not be available but there are enough seats in required major courses.

[Q]: On the Black Student Success Report and the Task Force, is there any student on the task force?

[A]: There are students in the task force and there is a student outcome.

[Follow up A from CDO Lee]: The tri-chairs represent faculty, staff, and students. One priority is to focus on students, with a longer-term goal of creating a comprehensive recruitment and retention strategy for black students and a shorter-term goal of looking at a retention strategy for black scholars. These are the areas in which students would be involved.

V. Executive Committee Report:

A. Minutes of the Executive Committee: May 1, September 25, October 9, and October 23, 2023 (All were approved.)

B. Consent Calendar: November 6 (approved)

C. Executive Committee Action Items: None

VI. Unfinished Business: None

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

A. University Library Board (ULB): None

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

Senator Baur presented the ***SMR Amendment to Senate Constitution, Section II.2 and Senate Bylaws, Section 1.3 (First Reading)***.

Questions:

[Q]: On the selection process, it says two deans are selected by college deans. What about the third representative? How would the third member be selected?

[Q]: To make that change requires a constitutional amendment by asking the entire campus. Has there been any conversation about how many times we need to ask the campus for a constitutional amendment? Should we suggest the Special Committee incorporate this request to their work so that we get a lot of broad feedback on these particular changes?

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

Senator Wong presented ***Amendment C to S19-3 Requirements/Guidelines, University Writing Committee (First Reading)***.

Questions:

[Q]: The proposal says that the alternative assessment must include the process where a student can work to meet the standard. It is usually done as coursework. What would such an alternative process look like?

[A]: It is pretty open at the moment. It can be a series of assignments or portfolio development. The purpose is to make sure that the department has a rigorous process that students go through until they meet the level.

D. Instruction and Student Affairs Committee (I&SA): None

E. Professional Standards Committee (PS):

Senator French presented ***Amendment B to S99-8 Policy on Professional Responsibility (First Reading)***.

Questions:

[Q]: Where did the definition of 'bullying' come from?

[A]: It is derived from five different sources, four of which are different university policies, including the one from Chico State, the CSU Chancellor's Strategic Work Group, and the Black Student Success Report, which also has a very useful definition of bullying and other unprofessional conduct in it.

[Q]: Is this report going to include cyber bullying because people can be targeted anonymously and it is important for us?

[A]: It explicitly included cyber bullying.

[Q]: There was discussion on bullying at the President's Office and various groups. Has the committee had discussions with these various entities on the campus, including the task force that were around for about two years?

[A]: We have not specifically taken this definition and solicited feedback for it. Parts of it were modified based on feedback from specific members of that task force and other members of the administration. We are going to update S99-9 on the enforcement by the Board of Professional Responsibility, and we will discuss with the administration how to address this kind of conduct.

[C]: I second the idea of sending suggestions to PS to make this language as perfect as possible. Regarding section 3.a, there are cases where co-workers are not respecting and defending free inquiry when the approach to the research is different from their own.

[C]: At Statewide and Chancellor's Office discussions on the Cozen & O'Connor report, there were very serious discussions whenever the word 'bullying' was used. I suggest there be some communication, and with Leora Freedman in particular, to get rid of any obstruction in the future.

[A]: I am aware of that, but there were members who felt very strongly that we should call out bullying specifically because that is what it is about, and that we should call it what it is, but we will take that into consideration.

VIII. Special Committee Reports: None

IX. New Business: None

X. State of the University Announcements:

A. Statewide Academic Senators: (by Senator Curry)

A written report was sent to all the senators. We had three days of policy committee meetings and two days of plenary. Our plenary began with a discussion on interruption and ground rules of how we behave. It is important to figure out how to bring together faculty from various campuses with diverse cultures and ways of interacting in addition to different roles as representatives.

There is a trustee meeting this week. The link for the agenda was shared with you. The discussion regarding CALGETC, AB 928, and GE continues. A summary of the passed resolutions is also available to all of. Sometimes we are asked to collect feedback on certain agenda in order to align as a system.

Our new Chancellor asserted that the CSU is a great university that serves the nation and it should be known both in the state and federally for funding. She feels that more needs to be done for that, and I agree with her.

Questions:

[Q]: On the public relations campaign, did you feel that this was marketing as if university is something to market?

[A]: Not at all. It was a way of speaking about what we do best, which is to educate.

B. Provost: (by Provost Del Casino)

Academic Affairs (AA) is working on organizational structure with Enrollment Management (EM) moving into AA. This will not add any new position, but we will centralize some of the functions and implement a Shared Services model to remove duplication and support enrollment strategy per the president's request. We will deal with the budget by looking at areas including class sizes, RSCA funding, and assigned times. Other efforts include: trying to get some flexibility within the (CSU) system to be able to use the revenue; finding ways to enroll students on the State side with self-support items to support faculty, but it will take time.

Questions:

[Q]: Are there any updates on the reorganization of Undergraduate Educations, regarding the timing?

[A]: I am looking at some functions related to registration and also whether certain positions are necessary or the right position. I will look at all the pieces in the current budget environment. By January, I hope to have a good plan.

[Q]: On the need to figure out possible cuts, wouldn't it make a better sense to wait until the beginning of January when we know how each section is filled?

[A]: We have to get a sense of what we can do now, including research activities for the spring. We need to tell people earlier than later to avoid chaos. Also, putting classes back later is easier than cutting them later.

[Q]: Did you receive, in response to strike authorization, instructions from the Chancellor's office to make further cuts at SJSU?

[A]: No.

[Q]: Had you factored into the budget the likely retroactive faculty salary increases, what might you have done differently particularly in terms of class scheduling?

[A]: We have not returned to the 2017 level of student-to-faculty Ratio (SFR). We increased the number of faculty during the pandemic, and some colleges are still 5 or 6 lower than 2017 SFR. So, there is room to do some work. The commitment is to allow students to graduate.

[Q]: There was communication regarding the PaCE fund and potentially developing a program with that fund. I also heard about a potential opportunity of GE pathways. Could you talk about what that is and what that means to the campus if those two were related?

[A]: The system has a competition for building Self Support programs through the PaCE Commission, which I am on now. For the GE, there is a question regarding whether we should support students who do not have enough for transfer yet. There are also other conversations with some potential international partners about dual degree programs. Most countries do not have GE, so if we could develop curriculum, it could reach that audience and will be a sea-change on the self-support side. On the transfer, the self-support side does not have the same regulations in terms of what it means for transfer students to come on board.

[Follow up Q]: If a student is disqualified due to insufficient GE units, can they continue here rather than taking classes somewhere else?

[A]: Yes.

[Q]: What would be done to be transparent with students about the courses? Students deserve transparency and active communication.

[A]: I agree. I just need to know what classes are there. We are asking people about strategies and what's feasible. For electives, it would be cool to be able to take graduate-level courses as a junior or senior.

[Q]: Do you have a feeling about what percentage of classes will be cut?

[A]: I don't know. I need the colleges to do the work to find out what's feasible within parameters. We will know better in December.

[Q]: There are certain certification programs that lead into Bachelor's degrees and careers. Also, a lot of international students are looking for CPT or OT opportunities. Could there be an opportunity for more individual studies for credit with certain companies?

[A]: There are some strategies that the Career Service is thinking to provide opportunities for students. It is a challenge for international students who are interested in coming and having that experience in this location.

C. Chief Diversity Officer (CDO): (by Interim Chief Diversity Officer Lee)

One of the priorities in Black Student Success Report – focusing on students – was mentioned earlier. The other two are to focus on staff and faculty and around a retention of Black faculty and Black staff.

We will be creating mentorship programs with opportunities for professional development for faculty who work with RTP and adjunct faculty and another program for more professional development opportunities for staff.

On the CDO search, we will send the announcement on the opportunities for you all and the Senate Executive team to meet the next group of candidates.

Questions:

[Q]: On the professional development of staff, I'm curious to know why staff members do not have a place for shared governance. We continue to develop professionally but we do not have a place to go to use it.

[A]: The tri-chairs will decide how they want to approach. They might create a working group, but we will give them a space to define the work. Black Community leaders are interested in aspects of professional development. I will be here to support as best as I can.

[Q]: On the timelines and the nature of the programs you described, what would we expect to see in the upcoming months?

[A]: The Chancellor's Office received the preliminary report from us in terms of our priorities and a budget for funding. We were asked to prioritize things that are achievable in the next year and a half for a shorter-term, and the longer-term is approximately 3 years. So, we are working on that broad timeline, but I think a lot will come down to how much funding we get. The CSUs have not received any information on how the funding will be distributed. So, a lot of that might change, and we are waiting for information.

[Q]: I heard during summer that the Project Rebound would be next in line to receive funding from the Chancellor's office. In the past week, I learned that the program is yet to receive funding. Do you have any information about this?

[A]: Before answering the question, let me say one more thing on the Black Student Success Report. The way we approach it is that we're developing it for our Black students and faculty and we will support other strategies pertaining to other students and faculty, not just Black Students and Faculty.

[A on the Project Rebound from VP Day]: I work with the group on Project Rebound and I believe they received funding. It may be that it hasn't been allocated yet, but the grant was provided.

[Q]: What is the university doing to support our Palestinian, Israeli, Jewish, and Muslim students, who are currently dealing with fear, anger, and sorrow? What can we do?

[A]: Our team is working to ensure concerns from students, staff, and faculty are heard and also addressed on a case-by-case basis. We have had

meetings with student organizations and there have been reminders not to tolerate violence. Police Chief Carrol has been working on this, as well.

[A from VP Day]: In addition, there are a number of tactical things and homecoming happening, so we are working to ensure that our events are safe. We have done healing circles and individual conversation, and these works will continue for a while.

[A from CDO Lee]: We have also tried to coordinate and listen to any student organizations who want to organize or protest in public spaces.

[Q]: I appreciate what is going on from the Student Affairs. Is there any comprehensive approach to support faculty as well?

[A]: We have addressed that as well because the necessary resources and support are different for the faculty. There was also a message sent out.

[A from Provost Del Casino]: There has been a question about what faculty would do in classrooms, also relating to academic freedom. There are no easy resolutions, but we are paying attention and trying to respond to that.

[A from CDO Lee]: It's important for faculty to have support resources, be prepared for the conversations, and have ability to determine what is appropriate to address in each class.

[C]: This is a point of information. The ASCSU report includes the response to the resolutions AS 3659 "Condemning Acts of Terrorism, War Crimes, Crimes Against Humanity, and Genocide Against all People, and Support for California State University Communities and Conversations." I encourage everyone to look at the resolution, as there is a robust discussion on how to come together as people.

D. Associated Students President: (by AS President Multani)

The CSSA (Cal State Student Association) meeting at Maritime discussed GI 2025 with four themes: equity, affordability, leadership, and innovation. We talked about what can be done on our campus, including holistic advising, housing strategies, etc. Statewide issues include cost of living, work opportunities for international students, financial aid, tuition increase, and course cuts, which might slow down students' progress.

NACADA is doing their reviews statewide on student advising. We are working on a referral through the I&SA committee.

The AS is also working on a resolution in support of and solidarity with the CFA. There is a worry that graduation will be pushed back, but we were assured by the CFA that the students are the top priority. We support the needs being met.

All are welcome at our Board Meeting. Please come support the public forum.

We are also discussing ways to support both our Palestinian and Israeli students, collaborating with the Wellness Center to provide safe spaces for expressions for both groups and foster a sense of community and belonging for all students.

Course cuts and availability of classes are concerning. Communication is important. I want systems that allow students to take necessary courses and be prepared for their classes in a timely manner.

Thank you for all the support on student member recruitment on committees. Many seats have been filled and I have been interviewing more students.

Through the Lobby Corps, we are also working with the Downtown Association. As the university is looking to expand the downtown area, it is important that students' voices are heard on safety and other issues. We are working with the Association as a partner. Last Friday, we received a visit by council member Torres, and we discussed issues of downtown safety and other businesses. He is looking into collaboration with students and the university to address these issues.

Questions:

[Q]: Could you talk more about the safety concerns in the downtown area?

[A]: With the Downtown Association, we talked a lot about safety, the need for more lights at night, and that is where the conversation about GroundWorks came about. They recommended this software. But a more proactive short-term measure would be more innovative lighting in the city, and we will need to talk more on a long-term plan.

[Q]: Thank you for the recognition that we (CFA) care about the students. The 31% tuition increase over 5 years is real. It is a structural disadvantage, as many students are not able to fully devote themselves to the class. Also, with increased class size students will pay more for less attention from their instructor. What are your thoughts on this trend?

[A]: I am not happy with the decision of the trustees, but this is happening. CSSA President Treseler is attending the workgroup to discuss how to proactively address issues and expand resources. We need to increase communication from the Chancellor's Office and also facilitate a better relationship between students and the Trustees.

[Comment from a student senator]: That conversation on safety was an insightful one. Opioid overdose is another growing issue here.

E. Vice President for Student Affairs: (by VP Day)

We are seeing shifts in student conduct that are associated with the current conflicts. The number of incidents is not high, but the qualitative nature is

becoming more concerning, and this is happening across the state and the country. We are also seeing the potential interplay between mental health challenges and the conduct. We are trying to make sure that these students get the assistance and the support that they need.

Another thing is GI 2025, which students and I had the opportunity to attend together. There is a deliberate effort to involve faculty at a deeper level, so you receive requests for information, participation, etc. as a way to get more faculty voices in that conversation. There is also a significant focus on equity gaps. We are likely to be asked to come up with specific plans.

We also had our first Fall Preview Day. We had about 2,800 RSVPs. This is like Admitted Spartan Day in fall, trying to be competitive. Please share any feedback with the Provost or Aretha Minor, our new Senior AVP. Our Spartan Speaker Series continues to be very successful. The next one will be with Wilson Cruz. Our homecoming events were very successful this year despite the challenges.

As a part of our effort in career development, I encourage you to make a donation to our Career Closet that supports students with professional gear.

Questions:

[Q]: In relation to mental health services, there was a request to hire a tenure-track counselor faculty, which has not been filled. Is there any update on this?

[A]: We still have some things to discuss internally, but I will give an update at the next meeting.

[Q]: We have a large number of freshman classes here. Would there be a possibility to implement a core class for freshmen about conduct and how to be a part of a campus community?

[A]: I don't know if it would address what we're seeing with regard to these conduct issues. They are multi demographic and across the classification. This seems to be a broader phenomenon that relates to the experiences that people have had over the last few years. It's not just freshman students.

[Q]: Given that the holiday season is coming up, do you anticipate any fluctuations in the Pantry? Do you need any extra help to help students in this particularly difficult time?

[A]: Our pantry is strong and well supplied, but I would like to see if there are things that we might provide specifically.

[Q]: You mentioned the concerning conducts. Can you give some examples of these cases?

[A]: I have seen more cases with mental health crises, both in classroom and public spaces, that manifest in the type of behaviors that need to be addressed from conduct perspectives so that they will not continue.

[C]: I want all of you to be aware of the problem with counseling. We have no one between us and the provost. Counselor faculty are 13 strong right now, and four or five of us are tenured, but we have no one representing us who has knowledge about RTP, faculty rights, and other critical issues. We would like Academic Senate support and possibly train some of our MPPs so that they understand the position of counselor faculty at our campus.

F. Vice President for Administration and Finance: (by VP Faas)

There are two updates. First, on the safety and security in and outside the campus, since August we have had four different training activities with UPD, the cabinet, and the campus. There have been heightened activities in some other campuses and places in the country and the world, but not here. We want to be prepared if that ever happens, and the Chief is doing a wonderful job and our new Emergency Operations manager is outstanding.

Second, as an extremely educational event on Friday (11/10), there will be a presentation by Dr. Harry Edwards from 9 am at Morris Dailey Hall. We would like many students to come.

Questions:

[Q]: On the budget, what were the decisions that were made over the past years that led to the situation that we are in now? What would we need to do to avoid another structural deficit? I have heard about the structural deficit several times in my career.

[A]: One is salary increase without tuition increase and flat state funds. Another is enrollment. In previous years, we had extra funds brought by additional international and non-resident students, which were taken away when the pandemic hit. We also increased our faculty every single year. That was the right decision, but there are costs for that.

[Q]: There is an independent report and a presentation that talks about reserve funds. They say that the CSU is flush with money, contrary to the austerity that we are hearing about. You were saying that it is the system but not SJSU. Is there a reason why we are stuck with the budget we have and it cannot be increased by the Chancellor's Office?

[A]: The part of the problem is the tuition that has been flat for more than a decade. On the budget, the Chancellor's Office spread the budget across the 23 campuses even though there are specialties and concentrations and more resources could be put into those concentrated places. We are 80% tied to labor and tied to union contracts, so we are looking at course sections.

[Q]: With this budget crisis, we have seen the steady growth of MPPs. According to one estimate, there is one manager for every 100 students when we only have about one counselor for 2,300 students. Why do we have this severe imbalance? What are the priorities?

[A]: Our priority is the students, that they get a great education, graduate, and make a living.

XI. Adjournment: The meeting adjourned at 5:00 p.m.