

**2024-2025 Academic Senate Minutes**  
**September 9, 2024**

**I. Call to Order and Roll Call**

The meeting was called to order at 2:00 p.m., and 51 Senators were present.

<b>Ex Officio:</b> Present: Curry, Lacson, Sasikumar, Van Selst, Rodan Absent:	<b>HHS Representatives:</b> Present: Baur, Chang, Sen Absent:
<b>Administrative Representatives:</b> Present: Del Casino, Faas,, Fuentes-Martin, Dukes Absent: Teniente-Matson	<b>COB Representatives:</b> Present: Chen, Vogel Absent: None
<b>Deans / AVPs:</b> Present: d'Alarcao, Meth, Absent: Kaufman, Shillington	<b>EDUC Representatives:</b> Present: Mathur, Munoz-Munoz Absent: None
<b>Students:</b> Present: Gambarin, Joshi, Khehra, Nwokolo, Plazola, Sadawarti Absent: None	<b>ENGR Representatives:</b> Present: Elahi, Kao, Sullivan-Green, Wong Absent: None
<b>Alumni Representative:</b> Absent: Vacant	<b>H&amp;A Representatives:</b> Present: Han, Frazier, Kataoka, Lee, Shojaei Absent: Riley
<b>Emeritus Representative:</b> Present: Jochim Absent: None	<b>SCI Representatives:</b> Present: Heindl, Shaffer, Madura, Muller Absent: None
<b>Honorary Representative:</b> Present: Peter, Lessow-Hurley Absent: Buzanski	<b>SOS Representatives:</b> Present: Buyco, Hart, Raman, Pinnell, Meniketti Absent: None
<b>General Unit Representatives:</b> Present: Flandez, Pendyala, Velarde Absent: Masegian	

**II. Land Acknowledgement:**

Senator Madura read the land acknowledgment.

**III. Approval of Academic Senate Minutes:**

- A. Senate Minutes of March 18, 2024 - approved unanimously**
- B. Senate Minutes of May 6, 2024, Final Meeting - approved unanimously**
- C. Senate Minutes of May 6, 2024, First Meeting of 2024-25 - approved unanimously**

**IV. Communications and Questions**

**A. From the Chair of the Senate:**

Chair Sasikumar's update featured the following:

- Welcoming the new senators and student senators.
- Acknowledging the passing of Eva Joice, who was the Senate Administrator for over two decades. Last Wednesday, the senate held a memorial for Eva, and several tributes were collected. A special page on the Senate website will showcase them.
- Introducing Grace Barbieri, who is the interim senate administrator. Please contact her if you have any questions about the Senate.
- Today is International Day to Protect Education from Attack. The UN Secretary-General's Annual Report on Children and Armed Conflict for the year 2023 shows us that attacks were perpetrated roughly equally by armed groups and government forces. This report documents 32,990 grave violations. Of course, we are talking here of armed attacks by organized groups, and our minds go to Israel, Palestine, DRC, Somalia, Haiti, and so on. Yet, we need to acknowledge that American schoolchildren are also subject to armed attacks. On Sep 4, 2024, two students and two educators were shot in Georgia. Math teacher Ricky Aspinwall was shot when he opened his classroom door to investigate the noise. His students pulled his body back into the classroom. One of them said, "He was trying to crawl back to us,"
- Wall Street Journal and College Pulse ranked SJSU the fourth-best public university in the nation and sixteenth overall.
- Please try to attend the Spartan Speaker Series event featuring our hometown hero, Viet Thanh Nguyen, author of *The Sympathizer*, which won the Pulitzer Prize. He will be at the Student Union on Tuesday, September 10, at 3:30 PM.

## Questions

C: The Senate is great, but some people don't feel welcomed. Some members even don't understand all the processes, when to speak up, or how to review the policies presented. Have you considered a mentoring program for new senators or even current senators who don't know all the processes? Also, there should be open sessions so everyone at SJSU can see what goes on in the Senate.

A: I have created informal mentoring by encouraging senior senators to sit next to new senators. Today, all new senators are being sat by a senior senator. There could be a more structured mentor program; however, I fear the same senators who have already taken on some of the positions would be the ones to volunteer. I don't want to tax the already taxed. Our meetings are open sessions. The invitation to come and attend meetings is sent through our newsletter. We are open in person and even have guests today. I have received a few queries about why the senate meetings are not recorded. This idea is worth exploring, and O&G is considering it. Other senates in the CSU record their meetings.

**B. From the President: Slides were circulated and presented.**

**V. Executive Committee Report:**

**A. Minutes of the Executive Committee:**

**Executive Committee Minutes of June 18, 2024**

Q: Can you speak to your point about the reorganization of undergraduate education?

A: The assessment I was referring to was not the assessment office that does graduation. Some of the offices were moved, and some did not.

**Executive Committee Minutes of August 19, 2024**

**B. Consent Calendar:** Consent Calendar for September 9, 2024

Q: How updated is this consent calendar?

A: It is updated to date until August 26th. Anything else will be seen in the next consent calendar.

**C. Executive Committee Action Items:**

Committee on Senate Representation (CSR):

***Senator Peter and Janet Sundrud presented AS 1876 Amendment to the Constitution of the Academic Senate of San José State University (First Reading) and AS 1877 Amendment to the Bylaws of the Academic Senate of San José State University (First Reading)***

Senator Peter explained that this committee has done extensive research and has much to draw from, with three committee members being past senate chairs. The committee created a staff survey, which was sent out, and the results were analyzed. The first referral regarding staff representation in the senate came in the early 90s and then every few years following. There are constraints since we are an academic senate, which requires  $\frac{2}{3}$  of senators to be faculty, and even if we wanted to change this, it would be very unlikely to pass. We do not want to change the academic nature of the Senate by changing the  $\frac{2}{3}$  rule, but we need you to talk to your constituents because if they do not follow this debate, they are unlikely to support the proposed changes. The proposed changes are focused on two broad issues: democracy and expertise. A large number of staff members are currently not represented in the Senate. Additionally, if we were to add more staff seats, we could use their expertise since they are directly impacted by policies we pass and are working to enforce them. Including their voices before these policies are passed can improve the quality of work we do in the Senate.

Janet Sundrud provided background on CSR's charges from SM-F23-1 and explained that the committee has met with many stakeholders about representation in the Senate to get different perspectives. The biggest change the committee is proposing is adding staff seats to the Senate. Some rationales for staff involvement in the senate came from referrals from staff to add staff seats, which shows staff wants to be involved in the senate, the WSCUC Accreditation Review Team 2022, which identified shared governance as a key area of concern, and the results of the CSR survey which found that only 20% of the respondents feel their voices and their peers' voices are reflected in the university's decision-making processes. To add staff

seats and keep the  $\frac{2}{3}$  faculty majority, CSR proposes removing two deans, adding four faculty, and adding four staff seats. The deans are supportive of removing their seats. Additionally, the president's seat should be changed to a non-voting member since 70% of the CSU Senate does not give the president voting rights. To do this, the definition of faculty will be restricted to only Unit 3 employees. The four new staff seats will be divided into two seats for SSP staff and two for general staff who are not unit 4, MMPs, or students. UP will hold the elections, which has already been agreed. Any staff seats that are not filled will become "at-large" for the duration of the term.

Questions:

Q: Do the 20% of staff not feel their voice is heard by the Senate or is it the administration? Does this proposal make the president less responsible for appearances at Senate meetings?

A: The survey focused on the staff's understanding of the academic Senate and gauging interest in it. The President was approached and was supportive of becoming a non-voting member. When the President votes in the Senate, she must make a more snap decision than when she is considering the decision after it has been passed by the body. Most CSUs do not have voting Presidents in the Senate.

C: I support the proposal because it is about shared governance and democracy. We should keep intact the  $\frac{2}{3}$  majority while giving a voice to our colleagues who do a lot of the work based on the policies we put forward.

Q: How will this affect library faculty since the GU seats are almost always student service professionals?

A: Over the years, student service professionals usually have gotten the GU seats over library faculty, but if we return the GU to the former definition, counselors and librarians can compete for seats, and student services professionals will have guaranteed seats.

Q: Faculty have eligibility requirements to be senators, like one year working at SJSU, and if elected, they are not guaranteed things like tenure. If you propose the same for staff, it should be in the same place as the faculty requirements. Also, we have had two referendums that did not pass, which included reducing dean seats. This proposal could be seen as trying to get around those decisions made by faculty. What would happen if staff were elected and their MMPs didn't let them go to the meetings? Finally, will there be protections for staff voices in the Senate from their MMPs?

A: We will take back this feedback to the committee. Protections for staff voices are proposed in the bylaws. We have heard of these issues and spoken to UP. The committee has discussed MMPs allowing or denying the staff's requests.

C: I support staff getting representation. Getting lecturers on the Senate took a long time, and similar questions and concerns also came up. If we pass these proposals, our work will not be done. You have to go back to your colleagues and argue for them to vote for this, which the staff cannot do alone.

C: The committee should reconsider removing the dean seats. Additionally, 70% of academic senates do not give the President voting rights because they are not academic senates; some are faculty senates. Administrators choose not to vote on proposals, but they can still vote on things like the sense of senates. I agree that there should be parallel requirements for staff to be senators as faculty; however, some staff may just not have time to serve because of management.

C: There is an argument to be made that the President has two votes, one in the Senate and then signing, so a nonvoting president makes sense. I support this discussion of the overall size of the Senate. Every person at SJSU is somehow connected to the mission, and everyone should be represented.

A: Historically, in the '60s—'70s, the Senate grew pretty large. Ted Norton proposed reducing its size, but it has grown again. The larger the body, the more conflict can arise.

Q: Can UP make sure staff can fulfill duties on the senate, or can the unions do something to get protections?

A: When we spoke, the unions supported this, but it is on the administration to support it.

Q: Could there be some eligibility requirement for staff to understand the policies and how they affect their work?

Q: When we left in May, the staff had some concerns and got together about this proposal. We then met with the committee chairs, and they explained how they came to these decisions and listened to our concerns. We see our concerns incorporated in the new proposal. There are three of us here. I know policy, and I think we need to educate people about what it is to be in the Senate and its benefits. Can you address some of the things to educate staff and MPPs on the time they must give up and the benefits?

A: I see this as a parallel to faculty when they are too busy with an extra lab or to staff when they might be too busy and it might not be the right time to serve in their career. The protections we have authored are designed to ensure that staff members are not dressed down for saying things in their role as senators.

Q: Has the committee considered how adding staff to the Senate will affect the policy committee? As senators, they will have to be on a policy committee or another committee, which will add to already large committees.

A: Committee assignments are in the bylaws and are currently flexible. If the policy passes, we can work with O&G to further address this.

C: The  $\frac{2}{3}$  majority is for faculty with academic qualifications; however, deans and other administrators could be interpreted as faculty, and thus, we would not have to change the number of seats as much.

**V. Unfinished Business: None**

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

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

**Senator Hiu Yung Wong presented AS 1878 University Policy, Adoption of Guidelines for General Education (GE), American Institutions (AI), and Writing in the Disciplines (WID)**

Senator Wong explained that when AB928 was passed, it changed CSU GE policy, so SJSU had to change theirs. There is some urgency to pass this policy because the law mandates the changes to be in practice by the fall of 2025, and we want students to be prepared for picking classes. Since there is no regular Senate meeting in October, C&R is looking to do a final reading on September 30th. Over the summer, a GE workgroup of 12 faculty members (including the GE director, who is also a faculty member) worked on the GE changes funded by the Office of the Provost from the CSU GE special funding. The major

changes in the new CSU GE policy are the elimination of Area E and changes in area labels from numbers to alphabets. As a reminder, we passed a Sense of the Senate resolution in the spring of 2024 requesting the respect of faculty ownership in curriculum design as a result of the lack of faculty consultation. In the GE workgroup meetings, first-year experience was mentioned. Still, it was not discussed in-depth due to the urgency of drafting an updated GE policy to avoid interrupting students' learning progress. The policy and guidelines from the summer GE committee were brought to C&R and debated to get them in shape.

Two major changes to the guidelines were to emphasize curriculum ownership of faculty and the renaming of the areas. SJSU studies Areas R, S, and V were also modified. Two different opinions were collected before the meeting. Some thought that additional resources were needed to change R, S, and V to new labels. Some thought the current labels were inconsistent with CSU labels and could cause confusion. The previous GE policy was even shorter than the one we proposed. We also mentioned in the policy that the GE guidelines have the force of policy, and if there are changes that need to be made, we need to make them quickly and get them approved through consent calendars.

Questions:

Q: The guidelines seem to lack the American Institutions' qualifications, which are present for all other categories.

A: We are using the most recent as a reference, but we will check.

Q: Who does the assessment for the GE program as a whole? The policy does not clearly state who does it or the process.

A: The committee will look into this.

**B. University Library Board (ULB): No Report**

**C. Professional Standards Committee (PS): No Report**

**D. Instruction and Student Affairs Committee (I&SA): No Report**

**E. Organization and Government Committee (O&G): No Report**

**VII. Special Committee Reports: None**

**VIII. New Business: None**

**IX. State of the University Announcements:**

A. Provost

This Holistic Student Engagement update is slightly outdated now, but we are doing well. We have a new target for enrollment from the state of California because we are over our FTE

target by a few students. We were still lagging a little for non-residents, but we are looking to pick up in spring, and we make up for it with CA residents. We were working on transfer success pathways for community college students and are planning on joining the Western UG Exchange program. The Western UG Exchange program is an agreement among WICHE's 16 members through which participating public colleges provide nonresident tuition savings. They pay no more than 150% of that school's resident tuition rate. It does not cover all degrees, and the university chooses which ones. We are discussing with the deans which degrees have capacity. This can help increase nonresident enrollment.

Self-support graduate and undergraduate programs are contributing to our enrollment. This is the first time we have a freshman class larger than 4000, and 87.4% of enrolled students are re-enrolling. I attribute this to the changes we made in advising. We're launching 55 new tenure/tenure-track hires, focusing on high-demand fields like higher enrollment and key strategic priorities such as AI/ML and Science and Technology Studies. We're also prioritizing critical fields that align with our campus vision, including Ethnic Studies and trans studies. On the staff side, we're working to backfill important roles in financial aid and advising while also opening new positions in academic colleges and divisional departments based on our successful 6% reduction strategy. There is also a new ABSO training for staff for different academic development to get certifications.

Questions:

Q: Can you speak to hiring in colleges and divisions

A: It is happening now. We're waiting for the president's approval and the deans to send their numbers.

Q: What are some strategies to recruit nonresident and international students?

A: We are considering a multinational strategy. The CSUs and SJSU are very dependent on one country, but we are looking to other countries, like Latin America and Africa. Since the pandemic, countries like India have improved their undergraduate programs, so students are choosing to stay in their own country. We are working on diversifying the flow of students. One of our deans is in Hong Kong right now.

Q: There are five counselor faculty members, three in the department and not tenure-track, and four to six who are leaving. Are counselors just not being considered for tenure right now?

A: It's not a decision for the provost. We haven't had that conversation since my time here.

C: Some context for the international recruitment issues is based on immigration laws regarding the H1B visa lottery system. If a student graduates and gets a job offer, they still might have to leave if their visa is not chosen. This could be why international students do not want to come here.

Q: Did the financing for SJSU online change for lecture pay compared to last year?

A: No, they are still paid at a higher rate, but it is by program, and we have not changed any programs.

Q: There has been some reorganization and creation of a new college. What is the net impact of this?

A: We have seen no net impact and don't have the data, but 85-90% of their funds are self-support. This move helped streamline the reorganization and combined areas, so we don't need as many MMPs.

Q: There has been an investment in HonorsX investment. What was the return on investment?

A: This program was funded by nonstate dollars. The possibility of future funding remains.

Q: Concerning expanding our service area, if another CSU in the area doesn't have that program, SJSU is permitted in their territory but what if they were to grow their own program?

A: It seems unlikely at the time for other CSUs in the area to get the funding and such to grow a degree program like bioengineering, but conceptually this remains a possibility.

Q: We have a balanced budget this year, which is great news. Does that mean we're going to see more staff hires? Our department administrator covers three departments, and no one can handle that workload.

A: I haven't looked at all the data.

Q: Are the class sizes returning to normal size so we can better serve our students?

A: The spring semester history is not high. In some programs, we have seen a jump in overall section size, and some didn't. We are working to dig deeper into the data in our hands.

#### B. Vice President for Administration and Finance

As stated before, we are going to have a balanced budget, which is a big deal, around 482 million dollars. I will talk more about that at the September budget town hall on the 26th at 9 am if you can make it, as well as at the October 14th Senate meeting. The Habbas Law Athletic Center provides 4 million dollars over ten years. This is the third naming across campus. The housing master plan for the Alquist building and Spartan Village is going well. We have 90% occupancy in all housing, which is 5000 beds on campus, but our students are demanding more. We have about 200 affordable beds; we will have more over the next two years. Deloitte presented at Senate Exec recently on their review to improve our classroom technology. Tabletop exercises with key leaders have been happening in July, August, and September for different emergencies. The Spartan Village on the Paseo funding comes from bonds, a Higher Education Student Housing (HESH) grant from the state, and housing reserves for a total of \$165 million. SJSU is taking over the downtown area with the Hammer Theater, Spartan Village, and the Alquist building. We are becoming a major player in the downtown area; the community and city recognize that.

#### Questions

C: This could align with the efforts of recruiting international and out-of-state students by advertising that they come to the Bay Area and don't worry about housing because we've got you covered.

A: Yes, exactly. We also have the International House on 11th Street, which houses about 70 students. One of our housing focus areas is working on more kitchen spaces.

Q: what is the plan for the Alquist Building?

A: It will be for faculty, staff, and graduate students, with 500–1000 beds. The difficulty is that construction and labor prices have not decreased in the Bay Area despite the economic downturn in recent years. We have had about six requests for proposals but are taking a step back to see where we are going and changing the timeline for affordability.

Q: So, can the current bids not give us affordable beds?

A: Currently it would be about a 5% discount from the market but that is not good enough. If we are going to get people to choose to live downtown and with other educators, we want it to be lower. We do not have money available from the state, such as the grant for the Paseo.

Q: Before, it took two years to find the Senior Associate Vice President for Facilities Development and Operations. Are you concerned about filing or replacing those positions?



A: I had a meeting today about the search for a Senior Associate Vice President for Facilities Development and Operations. We got about 34-35 resumes, with 5 that were considered significantly qualified. In the past, it has taken longer because we were actively recruiting by going to get people. There are three people on the list from other CSU campuses.

Q: Will there be contact with the campus eateries regarding the CSU guidelines about single-use plastic bottles?

A: Years ago, when our Pepsi deal was up for renewal, people were concerned about providing so much sugar on campus, but the number one selling thing was not soda; it was water. We are looking into flavored waters, having the Student Union and Dining Commons have cup refills, and such.

Q: Is there any plan to expand the dining options for the Spartan Village on the Paseo?

A: When we remodeled, we added a cafeteria and a kitchen where you can make your own food. You can also eat with Dining Dollars at the Dining Commons. The Paseo has more dining options than other student housing and downtown options.

C. Vice President for Student Affairs- moved to the next meeting.

D. Chief Diversity Officer

The CCDEI was tasked with compiling a plan for each unit based on Transform 2030. The CCDEI took a step back and first defined five dimensions for Inclusive Excellence. We are now calling it a model, not a framework. The CCDEI will deploy a representative for each unit. The IEF will serve as a foundation for the DEI and can stand the test of time within different strategic plans. In creating the IEF, the DEI looked at past reports, such as the 2020 campus climate report. For each dimension, consider it the summary statement of what we want done in that area. For access and success, consider it where our students are landing after SJSU. Climate and intergroup relations are the health of how we interact within and outside our identities. Education and Scholarship is the hub for curriculum advancement activities and scholarship. For the dimension of infrastructure, it is the policies and procedures and what we are investing in. For community and partnership, think of the Spartan Village on the Paseo as an interactive hub for SJSU and an anchor of the institution. The interfaith task force will include a CCDEI representative, faculty, staff, students, and alumni. The focus is to identify areas for improvement and develop recommendations to enhance support around religion and spirituality in our campus community.

Questions:

Q: Are the five dimensions mapped out in Transformation 2030? What is the timeline for the DEI action plan?

A: Yes, the five dimensions are mapped in Transformation 2030. The timeline is that the committee is taking nominations this semester, and we hope to start at the beginning of next calendar year.

E. Associated Students President

AS has already given out 300 book vouchers and other items to support our students.

In our next meeting AS, we are going to vote to donate \$1000 to the family of the student who passed away in the Paseo. So far, we have allocated \$200 to student clubs. We are working on a resolution in support of the Muwekma Ohlone tribe riding on horseback to Washington DC. We are in contact with the tribal leadership. The Filipino American History Mural is in the works, with the President donating \$25,000 from the Diaz Compean Fund on behalf of SJSU. We hope to have it finished by October 2025. So far, we only have two students interested in participating in university committees. We need help in drafting marketing materials for each committee so students are interested in applying.

Questions:

Q: Is our campus a part of the CSSA response to the CSA Time, Place, and Manner Statement?

A: We do have a student representative in CSSA, Katelyn Gambarin.

F. CSU Statewide Representative(s): A written report was circulated, and the oral report was moved to the next meeting.

**X. Adjournment:** The meeting adjourned at 5:00 p.m.