

Executive Committee Minutes
February 14, 2022
via Zoom, 12:00 p.m. to 1:30 p.m.

Present: Karthika Sasikumar (Acting Chair), Stephen Perez, Anoop Kaur, Brandon White, Kimb Massey, Stefan Frazier, Ravisha Mathur, Vincent Del Casino, Patrick Day, Tabitha Hart, Kathleen Wong(Lau), Winifred Schultz-Krohn, Charlie Faas

Absent: Julia Curry

1. There was no dissent to approval of the consent agenda (Executive Committee Agenda of February 14, 2022, Consent Calendar of February 14, 2022) (12-0-0).
2. The committee discussed the minutes of January 18, 2022 and January 31, 2022. Corrections were made. The committee voted, and the minutes of January 18, 2022 and January 31, 2022 were approved (11-0-1).

3. Updates from the President:

Welcome:

The President announced this upcoming week was, "Welcome Students Back to Campus Week."

Budget:

The CSU is asking for \$380 million on top of the Governor's proposed budget to help eliminate equity gaps and increase salaries of the faculty and staff. The CSU also asked for \$900 million in one-time funds. We have \$600 million in deferred maintenance costs across the system. Interim President Perez said that years ago they requested this kind of funding when he was in Sacramento and they were told it was a ridiculous request. They are not saying that this year.

Questions:

Q: What type of legislators support the CSU?

A: [Interim President Perez] Those with experience with the CSU in their district, alumni or those with relatives that have graduated from a CSU. Our job is to convince them how important our mission is.

Q: Thanks for your advocacy in Sacramento. What is your plan to protect whistleblowers?

A: [Interim President Perez] It is hard to describe concrete plans, but continued advocacy and protection for those that have called out wrongdoing. Sometimes people think something is going on and will blow a whistle. After we investigate it, sometimes it turns out nothing was wrong. That's okay. In other instances, there is something wrong and we

follow up on it. In all instances, we want people to feel that they can bring things forward to be investigated.

Q: Last week *Inside Higher Education* released the email from past Interim President Susan Martin to past President Mary Papazian. I was surprised to see her concerns about University Personnel (UP). Are you going to look into this?

A: [Interim President Perez] I think the original email was released first in *USA Today*. Some of the problems with UP are my fault for being new and holding things up, and some are due to a lack of personnel. We will do an analysis and figure out what is going on and where we could be doing things better.

C: The problems in UP are not just related to the pandemic. I've heard about poor service issues with UP from both faculty and staff across the university.

Q: In the Campus Committee on Diversity, Equity, and Inclusion (CCDEI), we were talking about the recommendations around communications when I found out that Institutional Affairs is a new division. I never heard of this new division, nor had any of my colleagues on the Executive Committee heard of this new division. There was no campus communication about this. I understand the CDO's Office has been moved under this new division and also the Title IX Office. Given the press around the Title IX Office, I think it is important to have communication with the campus about where it is located. I also heard that Lisa Millora is now in charge of this office. People also don't know who is now left working under the President's Office.

A: [Interim President Perez] This was how it was when I landed here. I'd love to have a conversation about what changes with communication are needed and where. I'm happy to look into how it was communicated.

C: I don't know how this happened either, so I think that is the problem. It is my understanding that people in the division were told on December 17, 2022. It is critical that people know where the Title IX Office is located right now, and the campus needs to know any time there is a new division created.

Q: With the passing of AB 927 and the Community Colleges creating 4-year degrees, we really need to have CSU faculty involved in the review process. I have heard that they have degrees that are really nursing degrees, but they are calling them by a different name. There is supposed to be a conversation and consultation with the CSU before they can offer the degree. Have you heard about this?

A: [Interim President Perez] I haven't heard anything about this recently at a Presidents meeting. However, it is on our radar and I'm sure will be a topic of conversation going forward.

[Provost Del Casino] We have not had a detailed conversation about this amongst the provost's yet at the system level. I know it is on a future agenda. I agree that faculty need to be involved. . C: It is critical that we are involved in the beginning. This could affect our enrollment.

4. Updates from the Associated Students President (AS):

AS is recruiting two more student members. AS has established a student Campus Committee on Diversity and Equity group. AS is also working on COVID issues. AS has had 440 requests for Care packages. AS President Kaur asked the Executive Committee for permission to film one Executive Committee meeting as part of a project she is doing on a day in the life of the AS President. There will be a voice recording over the meeting.

Questions:

Q: The ASCSU just considered a resolution that is in conflict with a petition that students are passing around that would require all faculty to record their meetings. Have you consulted with the CFA or CSSA?

A: [AS President Kaur] The CSSA has not had this conversation yet to my knowledge, nor has the CFA. We will be meeting with the Vice President of Student Affairs at UC Irvine.

C: If you asked faculty to do this on a voluntary basis you would get more faculty to do it, especially if you were willing to discuss it.

5. Updates from the Vice President for Administration and Finance (VPAF):

The VPAF is working with the auxiliaries on the start of their budgets. The Student Union (SU) continues to have some struggles with their budget and we are working through that.

The Higher Education Emergency Relief Fund (HEERF) deadline is March 1, 2022. We have to drawdown the funding from various Care packages. We won't leave any funds. It is a huge job on top of the regular work our staff have.

This is the first time in a couple of years there has been a problem with parking, we will figure that out.

Questions:

Q: Did I hear you say the Student Union is having problems with their budget?

A: [VPAF] They are having problems getting an operating agreement. They have been having this problem for over a year. The AS President is on that board with me so hopefully we can figure that out.

Q: What is an operating agreement, isn't that the same as the budget?

A: [VPAF] No, Every auxiliary has an operating agreement that says what they can do, how they will operate, etc. The SU has an expired agreement (6/30/21). They are in the process of updating this agreement.

Q: These agreements are with SJSU?

A: Yes.

Q: Isn't the operating agreement the same for all auxiliaries?

A: [VPAF] There are templates from the Chancellor's Office. All operating agreements for auxiliaries are basically the same. There are a few unique things on different campuses.

Q: What is the term of the agreement?

A: [VPAF] It depends on if there are concerns. They can be shortened if there are concerns about oversight, etc.

Q: I think the SU agreement was just for one year. It seems like the auxiliaries are in constant negotiation over these agreements. Can they be lengthened?

A: [VPAF] Previously, AS had their operating agreement shortened due to some risk mitigation concerns with the Child Development Center (CDC). The administration wasn't very involved before and now VP Day is working with them. Some agreements are up to 10 years like the AS, Tower & Research Foundation and others are only a few years. There are issues with the way the Event Center is being run. The university is potentially pulling the Event Center away from SU auxiliary.

Q: Doesn't SU make money off of the events in the Event Center?

A: [VPAF] The Event Center has been operating at a loss for years.

Q: When faculty and staff have to take a leave for COVID reasons is that part of the COVID funds? Like emergency fund money?

A: [VPAF] Typically, no. If March 1, 2022 comes along and we are having a problem spending down funds, we could look into it. The training for faculty has been HEERF money. However, we could take a look at that.

A: [President] Each campus is allowed to use HEERF how they need to. We just didn't use those funds for that reason, but it is funded.

6. Updates from the Provost and Senior Vice President for Academic Affairs:

It is Retention-Tenure-Promotion (RTP) time. The Provost is keeping a close eye on all the materials to make sure that they have considered the memo about COVID. RTP is one of the Provost's favorite parts of the job.

The Provost had a meeting with the head of the Ethnic Studies Collaborative and the dean of Social Sciences to discuss the funding that came in related to AB 1460. They have begun to organize some investments ideas in consultation with the impacted departments. The dollars we have received from the state do not cover the entire cost of delivering Area F. Ann-Marie Todd has been doing fantastic work as associate dean to work with the Ethnic Studies units to deliver about 1,500 seats in area F.

The first University Scholars event is coming up.

The Provost has been having quarterly budget meetings with the colleges so there aren't any surprises. This is part of the transition in the budget in operating dollars. We try to catch any big issues that are coming up. We are looking at our mid-year projections. We

sit down with every dean and their leadership team and go through any issues around the division. This has been very helpful. We are catching things before they become major issues.

The Provost almost finished a paper on labor and robotics this weekend.

Questions:

C: When the pandemic started, those full professors like me that are tech savvy assisted junior faculty with getting their classes up and running, especially those junior faculty that had never taught online. This has continued and now junior faculty coming in thinking this is the norm. This has been a huge increase in workload for some of us full professors. This is just something to keep in mind as you are handling RTP.

Q: Are you keeping track of how many faculty and staff are going out on medical leave as a result of the pressures both mentally and physically of this prolonged pandemic and the sustained increased workload?

A: [Provost Del Casino] The answer is yes. UP certainly has access to track all those records. If you are asking if we have seen wholesale blocks of people going on leave, the answer is, to my knowledge, no. As for training faculty, we hired expert faculty for the summer and winter training program for faculty. Over 2,000 faculty signed up for those trainings. Do we need system-wide mental health care professionals, yes we do. 'm very empathetic to what you are saying. I had not heard about the increased labor of full professors supporting junior faculty. Thank you for bringing that to my attention.

Q: Undergraduate Studies just sponsored an advising summit on Friday. I think a lot of people left the summit confused about the role of the advisers. I also recently heard there is a huge turnover in advisers across the advising centers. Is there still professional development for advisers? Is anyone tracking the loss of advisers?

A: [Provost Del Casino] Yes, that is why we hired Shonda Goward. There are a number of reasons why some people might be leaving. For example, people might be saying that they liked the job they had before and don't like the new position and that is why they are leaving. This year we have invested more in advisors and advising than ever before. There is a much larger conversation to be had about where we go in the next couple of years relative to the first set of investments, which is really to make sure students make it to their junior year. That's really what we are looking at right now. The entire student athletic advising center is evolving as well.

Q: Are there professional development opportunities for our staff if we can't pay them? We need to train them.

A: [Provost Del Casino] One thing we are looking at is do we leave training with the colleges, or do we centralize training. I would rather leave it up to the colleges so they have as much flexibility as possible. As far as professional development for staff, nothing has changed there. In fact, I would like to increase professional development. This was something started by Andy Feinstein when he was Provost and we've kept it going.

C: [CDO Wong(Lau)] The CDO put a link in the chat to the Employee Assistance Program, <https://members2.mylifematters.com/portal/welcome/ss0>. All employees and members of their household can get up to six visits per issue. Household members do not have to be on the employee's health plan.

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

The campus CDOs met. Human Resources has asked us to work in a working group to come up with criteria and assessment standards for one of their work plan initiatives in evaluating supervisors on the issue of inclusion. They have a lot of different important skills they want employees to have and be evaluated on. They said they were struggling with inclusion. These criteria and standards will be recommended for Management Personnel Plan (MPP) employees. There is also an ongoing search for an Associate Vice Chancellor for Student Affairs, Equity and Belonging. There is also a search for a Native American Graves Protection and Repatriation Act (NAGPRA) Coordinator.

8. Policy Committee Updates:

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

C&R is meeting this afternoon and will be looking at a new degree program and a minor in statistics. We also hope to finalize the General Education (GE) Guidelines in order to bring them for a final reading at the February 28, 2022 Senate meeting.

b. Instruction and Student Affairs Committee (I&SA):

I&SA will discuss recommendations made for changes to the "Excused Absences" policy that were brought to the Senate for a first reading at the February 7, 2022 Senate meeting. I&SA will also be discussing the add/drop dates and whether to make any changes to them. In addition, I&SA will be discussing whether to update a 1972 policy still on the books about short term loans, and asked whether anyone used these loans. A committee member commented that the Occupational Therapy Department still uses these short term loans for students that have unpaid internships.

c. From the Professional Standards Committee (PS):

PS is working on final changes to the Retention-Tenure-Promotion (RTP) policies S15-8 and S15-7 infusing scholarship of engagement and diversity, equity, and inclusion into the policy, such as the Amendment to S15-8 regarding Service, that was passed at the February 7, 2022 Senate meeting. These initially came to the Senate in December 2021 as first readings. PS consulted with the University Council of Chairs and Deans (UCCD), Associate Deans, and Deans for feedback. PS is trying to develop structure and provide guidance to departments creating RTP guidelines with an amendment to University Policy S15-7. Many of the guidelines submitted to PS for review are 16+ pages long. These may not come back to the Senate until the March 2022.

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

O&G is working on a possible amendment to the university sabbatical policy that would change the final decision making authority from the President to the President or his designee. It has been customary at SJSU for the President to delegate this authority to the Provost. Interim President Perez commented that he was very much in favor of this amendment.

Chair Hart commented that the retreat is this Friday, February 18, 2022. It is only two hours this year and is via zoom. There will be four 20 minute discussions.

9. The meeting adjourned at 1:32 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on February 14, 2022. The minutes were edited by Wynn Schultz-Krohn and all members of the EC on March 3, 2022. The minutes were approved by the Executive Committee on March 7, 2022.