

2023-2024 Academic Senate Minutes
December 4, 2023

I. Call to Order and Roll Call

Student Assistant Soni confirmed the quorum and the meeting was called to order at 2:04 p.m. 46 Senators were present.

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

II. Land Acknowledgement:

Senator Buyco read the land acknowledgement.

III. Approval of Academic Senate Minutes:

A. Approval of Senate Minutes of November 6, 2023 (27-0-3)

IV. Communications and Questions

A. From the Chair of the Senate:

Chair Sasikumar's update featured the following:

- Accomplishments: constitution of the Special Committee on Senate Representation and Faculty Awards committees; Budget Advisory Committee's work; discussions and a survey on changes in GE; and the passage of amendments to S15-7 (RTP procedures), S13-6 (Award procedures), and F08-4 (Sabbatical procedures).
- Changes in the Office of the Senate with a new Student Assistant and regular publication of a Senate Newsletter
- Scope for improvement: website updates and timely delivery of appointment letters.
- Special thanks to senators Raymand Buyco, Gita Mathur, Angel Ruiz Blanco, Patrick Day, Dawn Lee, Vincent Del Casino, Kenneth Peter and Ravisha Mathur.
- Important Dates: next Senate meeting (02/05), Senate Retreat (02/16), petitions for senate seats due (02/16)

The Chair concluded with good wishes for student senators and faculty and other colleagues on their work and restful winter break.

B. From the President:

President Teniente-Matson thanked senators for their participation in the Senate Reception at the University House, and shared updates pertaining to the following areas:

- Holistic student academic success as the top priority.
- Other priorities include:
 - financially sustainable and balanced budget
 - rebuilding a culture of caring, trust and inclusivity
 - sustaining our commitment to Title IX and DHR
 - strategic recalibration with updated Mission, Vision, and Values
- Organizational changes
 - The new Chief Diversity Officer will be announced soon.
 - Interim VP for Student Affairs (VPSA) will be announced soon.
 - A national search for the new VPSA will start in January.
 - Jennifer Malutta was appointed as the Interim Chief of Staff.
 - Kenneth Mashinchi was hired as the Interim AVP, University Marketing and Communications.
 - Based on Cozen O'Connor's recommendation and in line with the agreement with the DOJ, the Title IX Office and DHR have been combined and will be led by an Associate Vice President for Title IX and Equal Opportunity.

- UP will report to the VP for Admin and Finance. Concerns have been heard about this arrangement, but this will be implemented in the interim.
- Provost Vincent Del Casino and VP Mohamed Abousalem will be up for 5-year reviews, commencing in Fall 2024.
- Spartan Village on the Paseo: SJSU got a long-term lease of the former Signia Hotel's south tower. It will open in fall 2024 for student resident housing.

The President acknowledged the question raised in a previous meeting on the positions of counselors, and requested VP Day to provide clarifications.

[VP Day on SJSU CAPS Staffing Model]

VP Day acknowledged the significant and critical functions counselors fulfill, and explained the staffing model of CAPS (Counseling and Psychological Services).

- CAPS offers: initial consultations and triage when responding to crises, brief treatment (short-term counseling services), crisis services (available 24/7), and clinical case management / care management. It also offers accredited doctoral training programs.
- There are three areas of highlights:
 - It aligns with the service model of 8 sessions per student limit. There is a need for more therapists.
 - It uses integration of general medicine and counseling.
 - It aligns staff for the maximum level of direct clinical care.
- Current status of CAPS
 - Professional Staff-to-Student ratio is 1 to 1849. It would likely move to 1 to 1500 as it will be required.
 - The issue of TT vs. Non-TT Faculty Counselor has to do with workload.
 - Currently, the ratio is about 30% (TT) to 70% (Non-TT).
 - Overtime, we anticipate that the ratio would move from 1:1849 (now) to 1:1438 (25-26).

Questions:

[Q]: How did you arrive at the number of 1:1849? If we only consider full-time faculty counselors who are licensed, that's 12, and 33,000 divided by 12 would be about 1:2700. What I would like to see is 1:1500 with licensed, full-time, clinical staff.

[A]: There are different methods of calculation but the bottom line is that we want to move to the 1:1500 ratio. How we would do that would be largely by adding more Non-TT faculty.

[Follow-up Comment]: On the TT vs. Non-TT faculty counselors, there may be 5% differences in direct services but there is an enormous difference at a tenure track center in terms of the faculty role to be involved in campus, they're involved and embedded throughout the campus community.

The President resumed the remaining updates.

- Regarding GI 2025, there was a system-wide summit coordinated by Chancellor Garcia for this initiative. We will continue to respond to the system's requirements and address equity gaps.
- Regarding the Black Student Success Report, the tri-chairs – Patience Bryant, Tijan White and Shaun Fletcher – will lead the committee providing initiatives and recommendations.
- The AACSA (African American Community Service Agency) will host the 44th Annual MLK Luncheon at the SJSU.
- An updated Presidential Directive on NAGPRA and CalNAGPRA is in effect, as announced in today's campus email.

Questions:

[Q]: Are there any updates on the last semester's resolution from the Associated Students calling for the memorial of the Japanese Internment?

[A]: Yes. As stated in the Fall Address, the Day of Remembrance, as presented in the Sense of the Senate resolution, will occur as a Presidential Directive.

[Follow-up Question]: Will there be a mural?

[Answer by the AS President Multani]: There is a committee on the mural, led by Nina Chuang, the former AS President.

[Response by the President]: We have submitted a request for funding support to the US-Japan Foundation. It is moving forward.

[Q]: How would you communicate organizational changes? I hear voices such as: what would Institutional Affairs (IA) look like, given that there was no communication to campus when this division was created and many people still do not know that this division exists; Faculty Services should be in an academically oriented division rather than University Personnel (UP); why is there so much growth in Marketing recently; and many questions on critical units such as Title IX.

[A]: On IA, my intention is to recruit the Chief of Staff, with the functions of the Title IX Officer and Community & Government Relations. On UP, my intent is to find a way to look at issues and concerns and determine what areas require additional support, resources or some other organizational structure. UP will move under Admin & Finance on an interim basis. Until the AVP for Marketing and Communications position is filled, I will work with campus leaders to look at brand audit and brand strategy.

[Follow up Question]: Will the division stay as a division or will it be reorganized?

[A]: The latter. The Chief of Staff position will remain, it will have Title IX and Community & Government Relations, and it stays in the Office of the President.

The President concluded the report with a reminder for commencements. and acknowledgements of senators, with special thanks to Interim CDO Lee and to VP Day.

V. Executive Committee Report:

A. Minutes of the Executive Committee: October 23, 2023 (approved)

Questions:

[Q]: On hiring, I would like a clarification from the Provost on how the PACE fund can cover the hiring for an MPP role.

[A]: PACE is not just for summer and winter but also for all self-supported sessions. That budget model began with the start of SJSU Online. For example, most of all CPGE staff and 10% of the university staff positions are supported by self-support funds.

B. Consent Calendar:

Consent calendar of December 4, 2023 (approved)

Election calendar for 2024 (approved)

C. Executive Committee Action Items: None

VI. Unfinished Business: None

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

A. Professional Standards Committee (PS):

Senator French presented ***AS 1864, Amendment B to University Policy S99-8, Professional Responsibility (Final Reading)***

Questions:

[Q]: On the term 'stalking,' does it include online forms as bullying?

[A]: Yes, but 'stalking' is generally covered by Title IX, so it does not apply here.

[Q]: Would electronic surveillance and hacking into someone's email account be considered cyber bullying?

[A]: That would be criminal activities, not covered in this policy.

[Q]: It refers to Amendment A, which has unusual language in the Senate structure. Is it embedded in this policy?

[A]: No.

[Q]: The PS Committee has administrative representatives. Could you inform the Senate what they said about this amendment?

[A]: They were generally supportive.

The Senate voted and Amendment AS 1864 passed (33-0-1).

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

Senator Wong presented *AS 1863, Policy Recommendation, Credit for Prior Learning (First Reading)*.

Questions:

[Q]: Is it correct that it is about credit and does not necessarily mean the fulfillment of graduation requirements?

[A]: Some of them can be used to fulfill graduation requirements such as GE. Its spirit is to help students who have prior learning to graduate faster.

[Q]: What about the cases of lower division practicum experiential learning courses, such as those taken at community colleges for Associate degrees, which are different from upper division practicum courses? How would each case be considered?

[A]: In principle, there would be a list of classes, developed with faculty input, that shows which courses are transferable.

[Q]: Section 4.B "Assessment" says that the assessment shall be created by faculty subject matter expert(s). Given individual differences in opinions, might it be safer to put it in the hands of a department curriculum committee, rather than a single individual?

[A]: Thank you for the comment.

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

Prior to the presentation, Senator Baur made a correction: "**Second Reading**" was changed to "**Final Reading**."

Senator Baur presented *AS 1860, Eligibility to Serve on the Senate, Amendment to Senate Constitution, Section II.2 and Senate Bylaws - Section 1.3*.

Questions:

[Q]: In the past, there were two “deans” and two members from the provost’s team, so why do we need to do it as a policy? This could happen any time.

[Response from the provost]: The Senate changed the policy to have four deans when the Division of Research representation was removed. As you mentioned, this proposal is to bring it back to the past practice.

[Q]: Does this proposal mean to add a seat on the Senate for the VPRI, as the VPRI is specifically identified in the proposal?

[A]: No. It is not adding a seat because the total number of seats will remain the same.

[Follow up Question]: Would it add one cabinet-level person who will substitute for one operational-level person?

[A]: Yes, it is a reasonable accommodation.

[Q]: Will the VPRI report in the Senate just like other administrators?

[A]: Yes.

**Note:* During the debate, a clarification was offered that for the VPRI to report regularly at the Senate requires an amendment of the bylaw.

[Q]: This is a clarification question. What is “Academic Vice Provost”?

[A]: It is the designation that appears elsewhere in SJSU policies, but Vice Provost means Academic.

[Q]: Is it correct that the VPRI is not serving on the Senate Executive Committee? Or, would it be a possibility in the future?

[A]: I am not aware of any additional referral for that proposal.

[Additional response from the provost]: The motivation of my referral is to have a Research representation on the Senate.

Senator d’Alarcao moved to make an amendment by striking out “Academic” from “Academic Vice Provost.” The Senate voted and the d’Alarcao amendment passed (33-0-3). The Senate voted and AS 1860 passed as amended (33-2-1).

D. Professional Standards Committee (PS):

Senator French presented ***AS 1861, Amendment A to University Policy F17-3, Selection and Review of Department Chairs and Directors (First Reading).***

Questions:

[Q]: I wonder if the sections on the College Election Committee (3.2. and 3.3 in the draft) could go after the Department Meeting section (3.4 in the draft)

because it is the department meeting, where who is not running for the position and thus can serve on the committee would be known.

[A]: Yes, we will take it into consideration.

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

Senator Wong presented ***AS 1862, Amendment C to University Policy S19-3 University Writing: Writing Requirements/ Guidelines, University Writing Committee (Final Reading).***

Questions:

[Q]: We now have a self-placement for the undergraduates. Is the proposal related to that notion?

[A]: No, it is not directly related.

[Q]: On the last sentence (on the report of assessment results), would there be separate reports or would it be attached to the course. It would involve workload if the program has to report back to each student.

[A]: No, it wouldn't require a separate report for each student. It would be an overall report on whether students are successful and how successful in the alternative evaluation.

[Additional clarification from Senator d'Alarcao]: It retains the possibility that the department continues the current practice with GVAR courses and adds an alternative, where a department can devise its own assessment for graduate writing. In that case, the assessment will have to have a notification component.

The Senate voted and AS 1862 passed (33-0-1).

VIII. Special Committee Reports: None

IX. New Business: None

X. State of the University Announcements:

A. Provost: (by Provost Del Casino)

Provost Del Casino made the report on the following points;

- Enrollment has been up by 5.5 % from last spring. I hope it will translate to Average Unit Load (AUL).
- The change in the number of sections has been counteracted by the enrollment, and sections were added in some areas.
- FTES: We are down by 900 FTES from Spring 21 (19,447) to Spring 24 (18,563, as of now), but we bounced back from last spring (17.612).

- Applications are up for transfers and first year students across CSU.
- Academic Master Plan: We are asked to submit it every year, and twice a year recently. This year, we are asked to identify “low degree-conferring” (less than 10 UG or 5 GR degrees in last fiscal year) programs that are in need of action to improve.
- We have identified 61 degree programs (23 master’s and 38 bachelor’s), and 32 of them will be assessed through the normal program review process.
- None of them will be reported as the programs that need action.

Questions:

[Q]: What are some of the degrees that were elevated from concentrations?

[A]: Women, Gender, and Sexuality Studies was a concentration within Sociology and Interdisciplinary Social Sciences. We’ve created it as a new major. Nobody will graduate for another several years.

[Q]: Are there any new degree programs that are not going through the regular approval process? There is a rumor.

[A]: No.

[Q]: What about curricular proposals that are not going through the approval process?

[A]: I don’t know how that would happen because I have to sign off on everything. There may be proposals that did not go through a college committee, not originating in a department.

[Q]: Does every major have to be in an academic department? Or, could it be a college level. In that case, who would sign off on that?

[A]: Faculty member creating a program and challenge. We are always driven by the program review process. So, what are the real concerns? We are maintaining the sense of a comprehensive university. Just because we have a list from the Chancellor's Office, that’s not how things happen. The system did not tell us what to cut. Every seven years, we do a review of every program.

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

Interim CDO Lee made updates on the following items:

- There are four deliverables: (1) an ODEI Operational infrastructure, (2) a roadmap for the next steps on the Campus Climate Survey Feedback, (3) strategy and tactics for aligning various DEIJ initiatives across campus, and (4) a transition plan for the new CDO. The item (1) and (3) are complete, and (2) and (4) are in progress.

- Feedback and support were provided on areas such: Faculty Development on RTP committee and candidate trainings and Faculty hiring committee training; Black Student Success Report work; Time, Place, Manner revision; CDO hire; following the OCR recommendation in responding the Oct. 7th and Israel-Hamas War; other consultation and confidential support to staff and faculty on DEI issues.
- Activities during 5/15/23 - 12/22/23 include: supporting 25 Maxient reports with meetings, sending out statements, etc; Academic Senate EC, Faculty Diversity Committee, Faculty Development, and Academic Senate.

Questions:

[Q]: Thank you for your service. Have you had any feedback regarding the October 7 situation?

[A]: Yes, the need for more support was heard. So, we are going to have a session on 12/15 for conversation around how to talk about these situations without falling into the language of anti-Semitism or Islamophobia. The details will be sent out soon. I'm still meeting with student organizations and groups to hear student concerns. I want to also acknowledge the multicultural advisory committee and all the wonderful members I work with.

[Q]: Who are the target participants of the conversational session?

[A]: It's faculty and staff members.

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

VP Day made updates on the following items:

- California Student Aid Commission (CSAC) found some success. Filing either FAFSA or CADAA was a requirement for all secondary students last year. The number went up from 60% to about 75% across the State for FAFSA.
- CADAA (California Dream Act Application)'s number has been still down since the pandemic, across the State.
- Effort by the Department of Education to simplify FAFSA is underway.
- At a California College Affordability Summit that I attended, we were informed that there will be a new calculation of Estimated Family Contribution (EFC), so the prediction is that some of who are Pell eligible now would not be eligible, and some of who were not eligible now would become eligible based on that. It is happening across the nation.
- CSAC is concerned about and put effort into the integration of systems such as FAFSA and Cal Fresh; CADAA and AB 540, etc.
- There is a Cal Grant reform for expansion. Lots of things are determined and negotiated at the level of the Chancellor's Office.

Questions:

[Q]: What is the completion rate for pass at SJSU? What about other campuses and schools in the U.S.?

[A]: I'm happy to reach out to Financial Aid to find the answer. When I looked at it some months ago, we were in better shape than many other CSU campuses in terms of the completion rate. It's because of the outreach that Financial Aid does. CADAA is a real concern. It's still in the single digit percentage.

[Q]: On the funding of our identity centers. Is it funded under discretionary budget or operating budget? We provide valuable services and a space for a sense of belonging to our students.

[A]: Not all of the funding is in the operational budget. Some parts are fee-based. There is no plan to move any of them away from those centers. There are conversations for another space to support our students. There is a full commitment for those centers.

[Q]: I have two questions. First, I want to ask about the relationship between the decline in the CADAA application and the support to undocumented students.

[A]: There are a number of factors. We know CADAA is down across the State, not just SJSU. It could be external factors such as national climate. There may be families that question values in higher education. There are workplace phenomena that are affecting undocumented families differently. Requirement to put information is going to be a real challenge for some families. I think a constellation of factors are at play and we are going to have to figure out how to improve it.

[Q]: My second point is on what I heard about. Students who get scholarships do not get affected in their financial aid packet. It is a really good thing and this is the financial data that all my colleagues should know.

[A]: Thank you. There is a system-wide committee and CSAC is looking at it. It is game-changing for our system, and I'm happy to talk with anybody and answer questions afterwards.

Chair Sasikumar announced that the time is 5:00 pm, and there is no time for the last three of the State of the University reports.

D. CSU Statewide Representative(s): None

E. Associated Students President: None

F. Vice President for Administration and Finance: None

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