

Executive Committee Minutes
April 25, 2022
Noon to 1:30 p.m.
CLK 551, Provost's Conference Room

Present: Karthika Sasikumar (Acting Chair), Kimb Massey, Brandon White, Julia Curry, Ravisha Mathur, Patrick Day, Stefan Frazier, Winifred Schultz-Krohn, Steve Perez, Vincent Del Casino, Anoop Kaur

Present Via Zoom: Stefan Frazier, Kathleen Wong(Lau), Charlie Faas, Tabitha Hart

Absent: None

1. There was no dissent to the EC agenda of April 25, 2022.
2. The Executive Committee approved the EC minutes of April 11, 2022 as amended by Senator Mathur (12-0-1).
3. Update from Interim President Perez:
President Perez attended a Choraliers' and Hammer Theater production. Both were great performances.

Enrollment headcount is up, but average unit loads seem to be down. SJSU is at 103% of the funded FTES target, but that doesn't include out of state students. This is just California students. It would be good to have the average unit load increased. Evidence shows students who take full loads (15 units) do better with degree completion and graduating with less debt, so we need to continue working towards the goal of undergraduate students taking 15 units/semester.

Basic needs roundtable: Interim President Perez wants all 37,000 students to be treated the way his own children are treated. A call will be sent out soon regarding basic needs, food, and housing. SJSU Cares does a tremendous job, but we need to work on distributing information about services that are available. This will be an opportunity to discuss housing, digital equity, and technology needs.

An email was sent last Friday about get-togethers (without a scheduled agenda) as an opportunity to strengthen the community. Please stop by to see friends or meet somebody new.

Questions:

Q: How can we get more questions and interaction with Interim President Perez at the Senate meetings?

Lack of questions at the last Senate meeting is troubling for Interim President Perez and the Senate Executive Committee as well. This might be due to the full agenda at the last meeting, or that more experienced Senators need to mentor new Senators (i.e., that asking questions at the Senate meeting is the right time and place to do so). It may also be due to people feeling intimidated or fatigued, so the above-mentioned get-togethers could really help.

Q: Is there an opportunity to let the wider campus know about the 2030 strategic plan and progress made? For example, Charlie presented specific details about one goal to the Strategic Planning Steering Committee last year and there has been so much progress that the wider community should know about.

A: When is the best time to do it? End of this semester, or the beginning of the next semester?

C: Fall is always a good time. There is excitement and energy at the beginning of the AY.

I went to Folklorico, and there were new seats in Tower Hall! I think Fall is the best time.

Q: What happened to the emptied spaces in Tower Hall?

A: The Alumni Association is using those spaces. There is limited office space in Tower Hall.

Q: The Senate wrote a Sense of the Senate (SOS) in 2018 asking for a creative solution to address bullying. There was a subsequent task force headed by CDO Wong(Lau) and Senate Chair McKee and the campus is waiting for this. Can we go back to that resolution and either start again or finish it to move forward, because bullying is still going on around campus?

A: Interim President Perez is aware of this SOS and asked CDO Wong(Lau) about it last week. She is waiting for Chair McKee to return from medical leave to revisit. She isn't sure how we will proceed. Campus civility and how we treat each other and engage in conversations is very important. We are hoping to start the work over the summer. A few people shouldn't be doing this, it should be a wider group.

Q: Please think about who is on the committee as too many supervisors may mute participation.

A: Agreed. It should be a wider group involved in the process, then a document written, and then taken out to the larger SJSU community for participation and input.

Q: What format do you imagine it might take? What would be the next steps?

A: It should be a descriptive document to create expectations and hold people accountable. If we put it in policy, then it is more involved (unions, etc.). This could be a better effort as a shared agreement instead of a policy.

Q: Yes, this is important because what do you do if your chair is bullying you? An Ombudsperson could be in order.

Q: Statewide policies have been put in play addressing this, so we are not starting from nothing. We should examine those resolutions (that discuss harassment, retaliation, ombudspersons).

Perhaps a task force that works with existing resolutions and materials and maybe even complaints? This isn't isolated incidents; it is happening on a much wider scale.

A: In past positions, the president addressed such incidents and issued reprimands accordingly. The president believes in professional conduct.

Q: One of the commendations from WASC was our Title IX reporting. There still isn't a lot of information available to campus (or on the Title IX website). Is there an opportunity to share this positive progress news?

A: Yes, there will be appropriate updates about what and when.

Q: Can there be a public statement (op-ed?) outside of campus? It is important to make statements about wrongs and how we are dealing with them.

A: We will see what we can do.

4. University Updates

a. Provost and Senior Vice President for Academic Affairs:

The Provost has been traveling (some of it resulted in funding). The Provost will look at the average unit load indicator (so we can find out students who do not have full-loads).

RTP is in full swing and the Provost loves reading these dossiers. He also enjoys providing feedback on them, as heard he tries to read each file and meaningfully report back. There is a fair amount of different in ratings across levels of review. Perhaps more training is needed so that candidates know to include the right information and review committees rely less on one source of evidence, such as SOTEs, for evaluations. We need to better our evaluation and responses to make sure it is clear why a recommendation was made one way or the other. And, there is an over-reliance on SOTEs for the teaching evaluation portion of RTP. The third round of public voices applications are going out. The Provost is starting to see results in RTP with increased interdisciplinary research endeavors. The Provost is happy to see more interdisciplinary work being done.

HonorsX update: HonorsX is only for upper-division students and transfer students. We received 200 partial applications and now almost 100 complete applications. We will accept 30 students who will be enrolled into the minors their second year. The Provost read some anecdotes that were positive from students

that will complete the interdisciplinary minor. The Provost feels it will attract transfer students. The faculty who are passionate about this drove this venture.

Questions:

Q: While it is true that students who take full loads do better, it may be just a choice because higher units may not work for all. So many students have so many other things going on that a full load isn't feasible. Let students make decisions that best work for them. Encourage nuances in the messaging so we don't pressure students to take on more than they can handle.

A: [Provost] Yes, and expectation-setting is important. There is data in the literature that setting expectations and engaging students about progress is important for diversity and equity. As a reminder, most students take more than 6 but fewer than 15 units which means you will spend 150% more on education, and that is very important. Setting a high bar for, and having robust conversations with our students can be a good thing.

A: [VP Day] This has been a critical component to the strategy of our peer institutions that have been able to move the needle. Encouraging a full load as a way to graduate sooner can be a very critical component to our strategy.

Q: The complex lives of students entails more than work. It can be divorces, domestic violence, leaving the country, etc. Students want not only to make it to graduation, but DO WELL when they do it (creates a sense of empowerment). However, debt is important. The depth and complexity of this conversation should be considered.

A: [VP Faas] Not only 150% of tuition, but two more years of time is added without the full load. This adds up.

Q: More scholarships could really help as well. Can we find funding to support students?

A: [Pres. Perez] Everything everyone is saying is correct.

Q: C&R got the strategic enrollment plan and was asked to respond, but doesn't know what to do with it. It was sent by Thalia Anagnos. Part of that document was about program growth (we aren't hiring enough lately). What is this document going to mean to the future of enrollment and curriculum? What's going to happen with this? How can C&R use this information to guide our review of new degree programs?

A: [VP Day] There are a number of academic decisions that need to be made. The document is a starting point.

A: [Provost] Without a larger budget investment, we often find ourselves moving the widgets around the table. Are we growing here and shrinking there? The challenge is: To grow another major with a thousand students, let's even see if we could hire the faculty for that. Would the system readjust allocations to meet where the growth is? Should we say no to programs (Data Science)? Probably not. If we get to 50% 4-year graduation rates, and 75% 6-year graduation rates,

we have more room to take new students. We have students we can't let in (who are qualified), because there is no room. There isn't an easy answer, because there aren't growth dollars coming in.

Q: When looking at this and making a decision, does it mean they lose FTEF? If you see that a program is low-enrolled, then build it up. However, is that what we want to do? The document shows only the top five programs and not the bottom five. It seems to be coming up with a plan.

b. Update from the Chief Diversity Officer (CDO): *Note that the CDO had to leave the meeting early for another critical meeting.*

c. Update from the VP of Administration and Finance (VPAF):

Last week the President asked the question, are we higher than normal with 5150s (mental health holds). The data net version is, we are in the same place we were pre-pandemic. It looked higher for affiliates last year, because we didn't have anyone living on campus. Most numbers reflect non-affiliates (people not affiliated with campus) declining. November and April seemed to have a slight spike for affiliates. We are looking at comparing data affiliates/non-affiliate incidences. We are looking to have mental health professionals working with the police department using a model similar to San Diego State. We are also working with Santa Clara county.

d. Update from the AS President:

The Spartan Showcase Gala is tonight, it should be a great event. AS is working on their 2022-2023 budget. We are continuing their search for the new CDC director. There is a conditional offer and we hope to conclude that process soon.

The elections board 2022-23 had some grievances and they are managing those right now.

AS won four places at the ACUI graphic competition. They won first place for their 20-21 annual report. They also had a Cal State Association visit last Friday on campus.

There will be two graduate students on the next board (AS is broadening their inclusivity to students).

e. Update from the CSU Statewide Senate:

The ASCSU had meetings of the policy committees on Friday, April 22. Senator Curry provided a report on the Faculty Affairs Policy Committee, of which she is a member, but did not have information from Senators Rodan and Van Selst. During their meeting they had a visit from Trustee Sabalius, who

discussed their resolution, *AS-3542-22/FA Loss of Confidence in the Board of Trustees' Handling of Former Chancellor Castro's Resignation and Call to Reform Executive Compensation Upon Separation from the CSU*. They introduced this at a previous meeting, and needed to integrate comments before the May plenary. In general, they received conflicting feedback, but in light of the Sonoma, Fresno, and SJSU incidents, we are taking it forward. The intent is to let the BOT know that "we don't have confidence in how they handled things in the past." They also recognized that they took a step in the right direction mandating Title IX and retreat rights policy revisions. The committee indicated that if it were not for the journalism reports, these investigations would not be taking place. By the same token, the external review is still being done by a firm that is known for spin and may have the interest of putting CSU and the BOT in good light rather than doing a thorough examination. A major concern is how to right the ship of a culture that has been against survivors and for defending the university's reputation.

Another policy with great discussion was *AS-3550-22/FA Chancellor and President Search Process in the California State University (CSU) system: Announcement of Finalists and Campus Visits*. The faculty want transparency and shared governance beginning with reopening the search process.

Further discussion on the low morale in terms of workload, emotional labor, isolation, and burnout, partly due to these unfolding elements of a hostile culture and policies.

Lastly, we were told that the May policy committee and plenary meetings will be in person in Long Beach on May 18-20.

Questions:

Q: AB 928: Will the recommendations for the common pathway be sent to campuses for feedback? If so we need to prepare to provide information and feedback.

A: The calendar states recommendations will be disseminated 5/6. We should utilize the summer to discuss how we can collect feedback from the campus in early Fall.

- f. Update from VP Student Affairs (VPSA):
Admitted Spartan Days were great. This past Saturday we had many admitted students on campus and it was a great day. It was not intended for everyone, but for people who wanted to see campus. There were lots of out-of-town folks. We are working on intent to enroll all the way to the end and welcoming students. We are seeing people waiting until the last second to file application paperwork. The Cal Grants reform policy looks like it is going to happen and details will be provided about that later. The proposal looks to expand Cal Grants to support additional students.

Q: Can you provide an update regarding modality for fall? Are we sticking with the 70% in person? What is the demand based on enrollment?

A: [Provost] We are sticking with the 70%. Not for every single program, it is a discussion within the colleges.

Q: There has been discussion about criteria for closing a class. What are those criteria?

A: [Provost] We are not micromanaging this process. There are many pressures on the academic budgets, and we don't want to create bottlenecks. We need to be student-centered.

Schultz-Krohn, Senator Ravisha Mathur, and Acting Chair Sasikumar on April 28, 2022. The minutes were amended and approved by the Executive Committee on May 2, 2022.