

Executive Committee of the Academic Senate
Minutes of the Meeting of January 27, 2025
Clark 551, 12 p.m. to 1:30 pm

Present: Joshua Baur, Vincent Del Casino, Kristin Dukes, Tabitha Hart, Ranko Heindl, Colleen Johnson, Ariana Lacson, Shannon Rose Riley, Karthika Sasikumar, Laura Sullivan-Green, Cynthia Teniente-Matson, Hiu Yung Wong

Absent: Julia Curry, Charlie Faas, Mari Fuentes Martin
Minutes taken by Grace Barbieri

1. Welcome back

The committee unanimously approved suspending the Standing Rules so President Teniente-Matson could join the meeting via Zoom.

2. Update by the President

At this year's spring address, a different format was presented, thank you to those from Senate Exec and the Senate who participated. One of the items the President mentioned was a Save the Date for March 10th, when the university will present a budget Town Hall. We will discuss in-depth scenario planning and will be taking input. Last Friday, the President received the BAC's memo and recommendations to the President's cabinet.

Right before winter break, a draft of the overview from the February 19th incident in Sweeney Hall was distributed to the executive committee. An updated version addressing questions will be circulated to the full Senate. The Cabinet has focused its leadership attention to strengthen our campus practices based on what was learned.

Questions regarding procedural personnel matters were clarified and addressed in accordance with the Collective Bargaining Agreement.

Before winter break, the President called for an impromptu meeting with the Executive Committee to confer on the interim appointments for the Chief Financial Officer. As noted in January, after consultation the President announced interim Vice President for Finance and Administration Stan Nosek, who will start on February 1st. The President is working through Procurement to engage SP&A as the executive search firm. The call for participants in the search committee is ongoing, and that call closes on the 31st, Dean Priya Kannan has been asked to chair the search committee. The President indicated the AVP for UP would follow the same process.

April 9-11 is the site visit from the WASC review committee. The Provost and President have been working with the Accreditation Steering Committee for final submission to WASC. Our 25-

plus pages are in response to the nine items in the letter of inquiry from the body. The President asked the Senate Executive to be present on April 11th, the day the WASC committee will share its preliminary findings with the entire campus. Invitations will be forthcoming.

A reminder this is a special visit and not a comprehensive review. There were nine recommendations necessitating a response. After submittal, the response will be accessible on the university's website.

The university leadership and the President's cabinet have been carefully watching the recent federal Executive Orders and will respond accordingly. Various Cabinet members issued messages that included a frequently asked questions document. We have heard from department chairs and other academic leaders about the desire to have more information to respond to inquiries should there be law enforcement officials from the federal government that come to campus. We have processes in place for any law enforcement officials who come onto our campus with either a warrant or subpoena. Subpoenas go through Airleah Sivila in the CFO's office. Any warrants, including civil, criminal, or judicial, will go through University Police, and they will work with the appropriate individuals as needed to comply. The FAQ document distributed via email is very detailed and should address questions.

We know that this is a moment of uncertainty for some of our community members, and we want to be sensitive and compassionate to our community. The President asked executive committee members to reach out if there were unmet needs. The President advised that the campus is working to ensure resources are available for all students and to direct all students to SJSU Cares and advise all faculty and staff to do the same. We continue to direct the university community to the UndocuSpartan Center and staff and to ensure their website is current.

The President responded to inquiries regarding the university's approach to FAQs and support provided through SJSU Cares. The President reiterated that the campus is working with various resources within the Chancellor's Office to ensure consistency and connection with CSU wide responses.

The President acknowledged the process that has now expanded with staff representation on the senate, which is a huge milestone and in part, in response to the previous WASC reviews, but to complete that, we must plan where staff will serve on the senate in relation to the potential splitting on ISA. The President emphasized the importance of supporting the work of O&G in putting this proposal forward and hopefully by the last meeting in May.

The change to the senate is obviously highlighted in the report, and beyond that, more openness of collaboration with the administration was important in the shared governance. WASC will

meet with Senate Exec faculty as part of the review process,. There will also be an open email so others can engage.

Presentation on changes to the distribution of guest tickets for commencement, followed by discussion (12:25 to 12:45, Judy Nagai and Andrew Wright) VPUA Judy Nagai and Sr. AVP Andrew Wright asked Senate Exec for feedback on an alternate plan for graduation ticket distribution to curb the resale market for ceremony tickets, which are free and being sold for a profit by other students/graduates. In the proposal discussed, graduates will continue to receive several free tickets and will also have the option to purchase additional tickets at a nominal cost. Data analysis indicates that a more rigorous ticket sales and tracking process will allow more guests to attend the ceremonies and reduce the resale market's financial impact on graduates who may be seeking additional tickets for family and friends.

3. Approval of the Minutes of the Meeting of December 2, 2024 - unanimously approved with all amendments.

4. Consent Calendar- Approved

A note to committee chairs: If your members let you know they can no longer serve or something changes with an assignment on your committee, please make sure to let the AVC know since he is the person creating the consent calendar and is in charge of assignments. Grace is just in charge of changing the website after receiving the information from AVC Heindl.

5. Update by the Chair

- a. Election: nominating petitions are being collected; deadline is February 14, 2025
- b. Senate Retreat online on February 7, 2025
- c. The staff election process is ongoing
- d. Faculty awards process underway in committees-

6. Appreciation of Service for Charlie Faas- This will be in writing at a later date.

7. Questions

- a. For Kristin Dukes: The decision by a federal judge to strike down the extension of Title IX protection to gender identity (not only sex), which was in response to a lawsuit filed by six Republican-led states--how does this affect our policies towards our transgender students, specifically our volleyball athletes?

A: While the changes at the federal level do apply to us, we still have protections for our student's gender identity and gender expression through the CSU nondiscrimination policy. We might see changes in the actual hearing procedures. There are different affordances given to the complainant and respondent in terms of having an advisor of choice, live hearing, etc. Under the original Title IX guidance, those things were stripped away in 2020, and with the 2024 guidance, they were returned. Our Title IX EO office will still process any type of complaints or concerns raised.

C: Title IX EO reports to the chief of staff's office, and the reason they can handle the nondiscrimination is because we merged DHR in Title IX, so they are handling all the discrimination, harassment, and retaliation as well as Title IX. Any protected class is under Title IX EO.

- b. For Kristin Dukes: Can you respond to the petition circulating about the alleged anti-Semitic display at the Dia de los Muertos celebration at the MLK library?

Prior to the petition circulating, the information was brought to my attention, and Dean (of the library) Michael Meth did meet with leadership from Jewish Faculty and Staff Association (JFSA) and Hillel Silicon Valley to have a conversation. As of now, we have responded with an acknowledgment of receipt, Title IX EO will also review if there is a potential complaint or additional outreach.

C: What is the process for approving displays? Was it a SJSU display?

A: It was an SJSU display from the Africana, Asian American, Chicano, & Native American Studies Center within the library. From my conversations with Dean Meth, there are guidelines that are determined in conjunction with the city because it is a shared space. For this particular event, this is not the first time that this installation has happened. There has been an open call for people to participate, which was also sent out this year. IC:

- c. For Kristin Dukes: How have CSU DEI officers responded to the rolling back of funding and initiatives?

We came together with a winter meeting a few weeks back and issued a joint statement still in draft language that will go to the chancellor's office. It identifies what our priorities are, and it speaks to the fact that, in spite of rolling back, these are things that need to remain front-center in this issue.

- d. For [Vincent Del Casino](#): Recent news about cuts at Sonoma State has been very concerning for faculty and staff. Do you plan to address potential cuts in instructional staff in a Town Hall meeting or other communications?

I am drafting an email I will probably send to deans and chairs. What happened in Sonoma is a pretty big deal, but the context that is helpful to share with others is Sonoma's target decline relative to where they're supposed to be is 38% below. SJSU is 4% above, which makes it a very different financial context. We have resources that they do not. We know we've got an 8% percent budget cut coming. Tabitha's team looked at it, and it might lead to a 2-and-a-half percent cut. That is if everything we know today holds in July, which we don't know if it will. We are still hiring tenure-track faculty this year.

Q: Relating the money in PaCE, you have been working for a couple of years trying to loosen up the limitations. Have we made headway? Can we support state-side programs with PaCE-side funding, and what does that look like?

A: We are going to systematize the past budget model and bring SJSU Online and everything into one model. We have invested a lot, so we're not earning money over a cost that is a point in PaCE. But we did put about 10% of the RSCA program on PaCE already and things like that. We have to be careful. We are freed up, but we must be careful of how much we want to subsidize everything. But it definitely gives us real flexibility. . It is an opportunity for scholarship funds for self-support students to build capital dollars, which we have a hard time getting a hold of, such as matched-up maintenance for things like that. We are going in big on tenure track hiring jointly now, which is tremendously helpful.

C: If every CSU cuts like a smaller program, that is not good. Maybe we should have some CSUs where we still have smaller programs but fewer campuses.

A: Perhaps. That is a larger system conversation.

8. Draft plan for reorganization of the Instruction and Student Affairs Committee

This is the first draft that the Chair of O&G, ISA, Karthika, and I came up with. This shows the split of the committee, and then the ball is really in O&G's hands to work on this, but with the consultation of all of you.

C: The committee seems too large. Maybe not every college needs to be represented. Larger committees are harder to get together and decide things. People can always be invited or be nonvoting members.

C: It might be easier to see the difference if it was shown which referral types would go to which committee.

The minutes were taken by Grace Barbieri on January 25, 2025, reviewed and accepted by Senate Chair Karthika Sasikumar on January 29, 2025, and approved by the Senate Executive Committee on February 10, 2025.