

# SAN JOSÉ STATE UNIVERSITY ACADEMIC SENATE

2021/2022

Agenda

February 28, 2022, 2:00 pm – 5:00 pm

via Zoom: <https://sjsu.zoom.us/j/84948474084>

If you would like to attend this meeting, please contact the Chair ([Karthika.Sasikumar@sjsu.edu](mailto:Karthika.Sasikumar@sjsu.edu)) or the Senate Administrator ([Eva.Joice@sjsu.edu](mailto:Eva.Joice@sjsu.edu)) for the password.

- I. Call to Order and Roll Call:
- II. Land Acknowledgement:
- III. Approval of Minutes:

C. Curriculum and Research Committee (C&R):  
AS 1807, Policy Recommendation,

**2021-2022 Academic Senate Minutes**  
**February 7, 2022**

**I. The meeting was called to order at 2:00 p.m. and roll call was taken by the Senate Administrator. Fifty Senators were present.**

<b>Ex Officio:</b> Present: Van Selst, Curry, Rodan, Kaur Absent: None	<b>CHHS Representatives:</b> Present: Sen, Smith, Schultz-Krohn, Baur Absent: None
<b>Administrative Representatives:</b> Present: Perez, Day, Del Casino, Faas, Wong(Lau) Absent: None	<b>COB Representatives:</b> Present: Rao, Tian Absent: None
<b>Deans / AVPs:</b> Present: Lattimer, Ehrman, d'Alarcao, Shillington Absent: None	<b>COED Representatives:</b> Present: Mathur Absent: Muñoz-Muñoz
<b>Students:</b> Present: Cramer, Walker, Allen Sandoval-Rios, Kumar Absent: Chuang	<b>ENGR Representatives:</b> Present: Saldamli, Kao Absent: None
<b>Alumni Representative:</b> Absent: Walters	<b>H&amp;A Representatives:</b> Present: Khan, Frazier Han, Massey, Kataoka, Riley Absent: None
<b>Emeritus Representative:</b> Present: Jochim	<b>COS Representatives:</b> Present: French, White, Switz, Andreopoulos Absent: None
<b>Honorary Representative:</b> Present: Peter, Lessow-Hurley Absent: None	<b>COSS Representatives:</b> Present: Hart, Sasikumar, Wilson, Raman, Haverfield Absent: None

**General Unit Representatives:**  
 Present: Monday, Higgins, Masegian, Lee, Yang  
 Absent: None and practices that have erased our Indigen

**IV.**





information about what is happening with the reports that are referenced. It just lists the reports.

**B. Consent Calendar:**

There was no dissent to the Consent Calendar of February 7, 2022.

**C. Executive Committee Action Items:**

Senate Endorsement of ***SM-S22-1, Amendment of Senate Bylaw 2.2, Inclusion of Leave of Absence Procedures for Senate Chair. The Senate voted to endorse SM-S22-1 (44-0-1).***

VI. **Unfinished Business:** None

VII. **Special Order of Business:**

Re-Election of Senate Chair (Chair Alison McKee) for AY 2022-2023 in accordance with bylaw 2.2.2.1. **The Senate voted and Chair McKee was re-elected (44-1-1).**

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

**A. Professional Standards Committee (PS):**

Senator Schultz-Krohn presented ***AS 1824, Policy Recommendation, Amendment F to University Policy S15-8, Retention, Tenure, and Promotion for Regular Faculty Employees: Criteria and Standards: To Include within the category of service, activities that specifically enhance inclusion, educational equity, and engaged service with students and in the surrounding and broader communities (Final Reading)***. Senator Schultz-Krohn presented an amendment that was friendly to the body to replace “achievement gap” with “opportunity gap” in lines 52 and 83. Senator Wong(Lau) presented an amendment that was friendly to the body to replace the comma after “providing support to historically underserved students,” and replace it with a colon to read, “providing support to historically underserved students.”

reading. Senator Riley seconded the motion. **The Senate voted on the Frazier motion and it passed (39-0-5). The Senate voted and AS 1827 passed as written (37-0-4).**

**D. University Library Board (ULB):** No report.

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





Q: [Senator Peter] Could the committee be a little more specific about the reasons for the policy. I think it is well known that we don't have an attendance policy here. Is the problem that there are faculty that are refusing to let students make up the assignments they have missed due to an absence?

A: [Senator Sen] Thank you for this question. This is something we really discussed in the committee. Our student leaders were great advocates for the requirement of a policy, because there were faculty members t [o

us on the 18th. The CDO will be working with President Perez on meet and greet opportunities with the various groups on campus.

The CDO's Office and CGR have been working with different VPs and PLC members on their anti-racism plans submitted through the PLC. Some divisions have done some pretty robust work and some divisions need more help.

Folks from Facilities Development and Operations (FD&O) will be meeting with folks from the Muslim Student Association as well as a few faculty and staff to look at spaces for supplemental prayer and meditation

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A: [VP Faas] Of course it would. It impacts any of our statewide bonds. All of the projects that we have currently under construction are set. Those interest rates are 2+% so if you do some averaging we are okay, but it will be an issue coming up. We have greater than 2% built into all of our financial models when it comes to Alquist. The Alquist project will be a hard project to pull off, but it is happening on my watch. We are going to get this thing done. We will figure that out. I don't believe there will be a massive spike in interest rates, but we will see where that goes.

**G. Vice President for Student Affairs (VPSA):**

We have a new director for our Asian Pacific Islander Desi-American (APID/A) Center. We are very excited about welcoming Jini Pradhan from the University of San Francisco. I think you had the opportunity to see her bio. We are very pleased and excited about what she has to bring to the table. Special shout out to Senator Yang. I cannot tell you how much Senator Yang has stepped up in the interim.

Under COVID compliance, we remain relatively safe. We have had some increase in cases due to Omicron, but that should not come as a surprise to anyone. We are still having some compliance issues. Of course, there are a few folks that we have had to have conversations with, but it is in the low three digits. This is an everyday process. It just happens behind the scenes.

A quick update about enrollment. We are up in almost all categories. It is a good place to be. I will tell you that for Fall 2022, we are up by 4,000 Frosh applications. However, the thing we remain concerned about is that we are down about 1,800 in our transfer applications. This is an ongoing concern. I can tell you that some of our partner colleges like De Anza, Evergreen, and San José City are facing double-digit declines in enrollment. This is where



**Executive Committee Minutes  
January 18, 2022  
via Zoom, 12:00 p.m. to 1:30 p.m.**

Present: Alison McKee (Chair), Steve Perez, Anoop Kaur, Julia Curry, Karthika Sasikumar, Laura Sullivan-Green, Ravisha Mathur, Vincent Del Casino, Patrick Day, Tabitha Hart, Kathleen Wong (Lau), Winifred Schultz

**2. Updates from the President:**

**Tsunami**

[President Perez] All employees should have received a Tsunami warning email from the CDC on Wednesday. There is an impact on our employees of our local community. People have been unable to confirm the location and safety of the faculty and staff. Care of the group and people that are in the area of the tsunami is a priority. Athletics staff that have family members in the area.

Senator Frazier was presented to the committee. Highlights of Senator Frazier's experience with the Senate include serving as a Senator for 12 years, being a previous Chair of the I&SA Committee, having served as Vice Chair, Chair, and Past Chair of the Senate. Acting on behalf of the Senate in accordance with Senate bylaw 4.2, the Executive Committee voted and Senator Frazier was elected Chair of the I&SA Committee unanimously (13-0-0).

**4. Updates from the University:**

**a. Chief Diversity Officer (CDO):**

We reached out over the weekend to our members of the Tongan community regarding the Tsunami. We also reached out to members of the Jewish community regarding their fears related to the incident in Texas and the taking of four people hostages, including a Rabbi, at a synagogue in Texas. That incident turned out well in terms of the hostages all being safe. Across the country people are experiencing fear in their places of worship.

The Office of Diversity, Equity and Inclusion is working on a message regarding climate survey issues. We will also include something in the message about the campus really looking at and reaching out to the Tongan community.

The Office of Diversity, Equity and Inclusion and the Office of the President are participating in Hillel International's Campus Climate Initiative. It is looking at anti-Semitism. We are also working with the Council on American-Islamic Relations (CAIR) on anti-Islam and Islamophobia issues in the United States. We have been working with VP Faas, Traci Ferdolage, and our Muslim students to find a meditation and prayer space on campus in addition to the small space in the MOSAIC center. We've already had meetings with the Muslim Student Association (MSA) and Facilities Development and Operations (FD&O), and now we will bring everyone together to talk about space and what the short- and long-term goals will be. This has been a long time coming. VP Faas and I had worked with MSA and were about to bring online a prayer space in April 2020 when COVID hit. The students are very, very appreciative.

We have been working with Orientation staff to ensure when students arrive they understand SJSU's perspective and philosophy as well as our operational mission in terms of diversity, equity, and inclusion. Our staff have been training housing staff as well in terms of processes and procedures when any sort of discriminatory or exclusionary behavior occurs. We want to be sure they

meeting with those folks in February 2022. This is in addition to the Campus Council on Diversity, Equity, and Inclusion (CCDEI) which will meet regularly.

**Questions:**

Q: I know the CCDEI report provided the president with critical next steps and since they will be resuming meetings soon, has there been any discussion about what the critical next steps by the CCDEI or the campus should be?

A: [CDO Wong (Lau)] One of the critical things for the Executive Committee to know is that one of the co-chairs, Monica Allen, was on sabbatical and she is coming back this semester. Both co-chairs, Angee Ortega-McGee and Monica Allen, will be meeting with me to really drilldown into what the CCDEI will be doing in terms of activities for this semester. However, we have a spreadsheet from last semester with a list of all the recommendations from the report that all committee members can access and update with action taken. The spreadsheet was presented to cabinet members last semester. There are priorities that will be managed by CCDEI and priorities that will be managed by the co-chairs. There are things that may already be done or that have been started already and we are trying to capture that data on the spreadsheet as well. The spreadsheet will go live soon and we will discuss when and how when the three of us meet.

**b. Vice President of Student Affairs (VPSA):**

**Spring 2022:**

We have some pretty significant welcome programming that is continuing for Spring 2022. A lot of it will be virtual. We will obviously continue the Weeks of Welcome. We are working on how we are going to time that programming. We will also continue with our Spartan Speaker series. The series has been incredibly successful. We have had Orientation and lots of excited students. We had that virtually as well. However, this is not our first time. I spoke to a group of about 550 students just the other day.

Our enrollment continues to be very strong for Spring 2022. We are sort of steady state relative to where we were last year. We look a lot different than a lot of universities in publications you may read and that is a good thing. However, that isn't permanent necessarily and I want to keep saying that because it isn't a given. There are some adjustments in undergraduates. Part of what is happening is that we are seeing a large headcount with some adjustments in our Full-Time Equivalent Students (FTES). We are seeing some shift in undergraduate students and how many classes they are taking. We do not know yet where that will land. We will know more in a couple of weeks. We have the largest number of students we have ever had, but we are seeing some slight decline in average units. That is a concern.

**Fall 2022:**

For Fall 2022, our Frosh applications are way up. That is good news. Our transfer student applications are down, and they are down by 1,600 students.







**c. CSU Statewide Representative to the Executive Committee:**

[Senator Curry] This week the ASCSU policy committees and the plenary will take leave from Wednesday through Friday. We will discuss the pending resolutions I gave you in December 2021. Highlights of the plenary will include AB 928 and the advancement of the Equity, Diversity, and Inclusion Special Committee. We will be discussing moving the committee to permanent standing in the ASCSU.

I have two items that are not CSU Statewide items, but I'd like to point out to you. First, the annual MLK Library Black African American Heritage Exhibit. This month it is, "This Woman's Work: Unraveling the History of Quilts" curated by the Director Kathryn Blackmer-Reyes, which features beautiful quilts by local craftswomen and is open till March 2022.

The second item is that last Tuesday the San José City Council accepted a resolution to conduct a study to issue the right to vote for elections to non-citizens. Many of us participated in that and it was very exciting. I'm hoping to be part of the commission. As you know I have been involved in addressing the rights of immigrants, especially students. One of the reasons I brought this up is because there was a little bit of hate speech that was exhibited during the open testimonial. It made me think how proud I was of the work being done in general education in building the idea of civic engagement and pushback. Part of the leadership for this movement includes graduates from my own graduate program. I just think it is an amazing opportunity to see our work in progress.

**d. Vice President for Administration and Finance (VPAF):**

[VP Faas] Michael Carroll has been appointed our new University Police Department (UPD) Chief of Police and he started today. VP Faas read a little from Chief Carroll's resume tDers9-1d[(D)-0.6 (c)-6 ( )0.6 (-6.3 ( )0. (ge)-16.7)-0.6 (as)-6 0.7 (gr)

have two or three more rounds before we get to May and July. We are hoping for quite a bit more.

**Questions:**

Q: My question is about the budget and what the governor has noted about the conditions for the money, including things like increasing enrollment and noting that he is going to give \$80 million, specifically towards increasing enrollment in Social Work, Early Education, and one other area. I'm concerned about the piece of the pie that SJSU gets, given the high cost of living area we live in and how hard it is to recruit. Is there a strategy moving forward because I know we

A: [Provost] I don't know, but I will find out. We haven't said no to any searches. I will say that with the pressures on the budget, I have said no to one two-for-one. Unless a department is looking to hire two people in the same area because they are desperately low, we are not doing the two-for-one hires. We launched nearly 80 searches. If we stick to our range, we should probably get 60 hires.

C: I hope we can keep going with that this upcoming year.

A: [Provost] It all depends on how we decide to use the budget. There is flexibility and opportunity in the instructional budget we have, but these are very hard conversations we have to have at the local level about how you organize teaching and learning. Unless we are willing to have those conversations, we are going to hit a wall. It is very hard for me to walk into a room with the President and VP Faas and say, "I need another \$5 million for faculty" when we know there is space in the budget I have. I told President Papazian that we would eventually hit the ceiling of the instructional budget, but we aren't there yet. You know me, I definitely want to authorize as many searches as possible.

Q: Back to the topic of Academic Freedom, this is just a friendly reminder that on the pending policies log, there is a pending policy on Academic Freedom that is S18-12 and it amends S99-8 and S99-9, but it was never approved by a former president so I guess it is back with the Senate to revise and resubmit?

A: I don't have the answer. I think it is worth a conversation. I have some opinions about it. It is an important conversation.

**f. Updates from the AS President (AS):**

We have a California State Student Association plenary this week. We also have a CAthavns h

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**Executive Committee Minutes**  
**January 31, 2022**  
**via Zoom, 12:00 p.m. to 1:30 p.m.**

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

Absent: Wong (Lau), Day

1. The Executive Committee Agenda of January 31, 2022 was approved unanimously (12-0-0).
2. The Executive Committee discussed the Executive Committee Minutes of January 12, 2022. Corrections were made to the minutes that were friendly to the body. The Executive Committee voted and the minutes were approved as amended (12-0-0).
3. There was no dissent to the consent calendar of January 31, 2022.
4. A special election was held in the College of Science, but no candidates came forward. In accordance with Senate bylaw 1.6.2.4., AVC Massey consulted with the Senators from the College of Science and brought forward two candidates to fill the Senate seat for the semester. William Andreopoulos was selected by the Executive Committee (11-0-1).

[Bylaw 1.6.2.4: If no candidate files for that vacancy, it shall be filled for one year by a person in that constituency selected by the Executive Committee after consultation with the Senators from that constituency. A permanent replacement shall be elected to fill out the remainder of the term as part of the next general election.]

**5. Updates from the President:**  
**Spring 2022:**

Interim President Perez announced that we are still on track to resume our posted spring schedule on February 14, 2022. Interim President Perez has a meeting with the county this week to go over the COVID numbers and see where we are in regard to the Omicron variant. East Bay started their face-to-face classes today and so far, so good. They have about the same mix we do of face-to-face vs. online classes (60%/40%). We will keep communicating and updating our website.

As VP Faas has said, the budget is a good start at a budget. Last week at the Board of Trustees (BOT) meeting, there was conversation about the work still left to be done between now and June 2022. We will need to work collaboratively to try and get the state to give us more funding. Interim President Perez believes this budget request from the BOT shows a change in strategy and a good change by asking for what we need instead of what we think we can get. What we need is about three times as much as what the governor has proposed in this budget. There is still a lot

more work that needs to be done to get more funding. As a campus we have done a great job in showing what we can do if we are given more funding and what we need for our students to be successful.

Other things that came up during the BOT meeting included the ratification of the agreement with the California Faculty Association (CFA). This is fantastic. I don't know if there has been a vote by the CFA or not, but hopefully that is successful.

The BOT updated the sustainability goals for the CSU system. There was a presentation about what different CSU campuses are doing and about 13 of the 23 campuses were STARS gold. STARS stands for Sustainability Tracking Assessment and Rating System. SJSU is STARS gold. We should be very proud of ourselves.

The chancellor also announced that there would not be any tuition increase this year. That is very good news for our students.

The BOT changed what a campus has to do to be removed from the impaction program. Interim President Perez believes this is a Tigog (s)-6 (us)-6 (t)x1.4 ( )SoJ0 Tc 0 Tw ( (es)







advocacy to keep what we have in our CSU GE package and not just focus on reduction.

A: [Senator Curry] Part of the dilemma is that there isn't good public relations and communication about what GE is and does. Instead there are perceptions about not only the difficulties that some people think there are in terms of the folklore around somebody being disgruntled because their kid wanted to transfer and couldn't take their GE to another campus. We need to communicate to each other what is the evidence and reasons for the GE package. I think you are absolutely right that we have a very strong package and we have documented that strength. The other thing I think is complicated with AB 928 in particular, has to do with the fact that we have to negotiate with all the community colleges and they all have different chancellors and procedures. We are dealing with multiple layers and I think people feel that is a little bit daunting.

Q: The ASCSU is asking us to get feedback from the campuses in a very different way than they have in the past. The last time we did this about a year and a half ago it had to be done in a single document from the campus. This time the ASCSU has created a survey that I'm a little concerned about. However, that isn't my question. The chancellor's office has created a webpage to talk about AB 928. The thing that is still unclear to me is who is this committee that is going to be starting this process? On the chancellor's webpage it says there is going to be a representative from the chancellor's office that goes to this committee. If you look at the webpage carefully it seems to suggest that the committee is the Intersegmental

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where that survey came from and how we can modify it so it is factually correct. We are working on that.

C: Looking at the chancellor's website, it does say they are going to try and get it down to 34 units, so it seems like we have already lost this argument.

Q: The survey is coming from...

Q: It seems in various places faculty gather one thing that always comes up is Research Scholarship and Creative Activity (RSCA) and how are we going to be able to sustain the RSCA Initiative?

A: [VPAF] We have put forward base budget dollars for this, not one-time dollars. Our strategic plan is very much focused on research and we are continuing on that path. I've asked our Interim President and he says we have no plans to deviate from this.

A: [Provost] It is in the base budget. Last year VPAF Faas and I came up with some creative ways to make it fund just so we didn't have to worry about some base dollars. However, those funds are locked in now. We might hit another slight moment of expansion and we'll have to see how that goes. However, everyone that makes it through the next 11 or 12 years with RSCA funding is probably going to be a really active full professor and is going to want to keep going on the 3/3 load. So, there might be another bump in the cost at some point, but our goal is to generate enough revenue around various things to pay for this. It would have to be a shift in our philosophy and goals for a change at this point.

C: What I've heard in my own college is that it is kind of a vetting process every few years and you have to constantly prove yourself.

A: [Provost] It's not every year now.

C: Right, but it is still this process where you have to prove yourself every 5 years you have to go through this process again.

A: [Provost] There is an audit function in the university, so we do need something. I don't think once every 5 years is that bad, because it's not baked into the business plan of the CSU to do this. This is a campus initiative that demands an auditability of our resources.

A: [Interim President Perez] Let me just reinforce what



Q: In the past, AS has offered scholarships to students, are you going to do this again? Also, last year there was some discussion in AS about having more connection with faculty, so there could be discussion when it comes to legislative advocacy on different sides of an issue and I wanted to know if there has been any progress on this?

A: We will continue with our scholarships. I will let you know when they are open. We've added an Advocacy Scholarship for students involved with racial equity and justice. That is an additional \$10,000 in scholarships. In answer to your second question, that question came up at our board of directors meeting when the ASCSU chair was there. He mentioned having a better relationship with the CSSA liaison who attended the ASCSU meeting when they were discussing AB 928.

Q: Have you reached out to graduate students to serve on committees and in graduate programs? I haven't heard anything from my graduate students and I'm wondering if they think these committees are primarily for undergraduates. I'm wondering what



1 **San José State University**  
2 **Academic Senate**  
3 **Committee on Instruction and Student Affairs** **AS 1826**  
4 **February 28, 2022**  
5 **Final reading**  
6

7 **Policy Recommendation:**  
8 **Student Excused Absences**  
9

10 Legislative History: no previous policy  
11

12 Whereas: While faculty and staff have the ability to take an excused absence without  
13 penalty during a semester, students currently do not have this option; and  
14

15 Whereas: Some faculty have denied students the ability to make up work when  
16 students have had a family emergency or work problem; and  
17

18 Whereas: Students can have valid reasons for missing classes and should have the  
19 option to make up work as long as the work is submitted in a reasonable  
20 time frame; and  
21

22 Whereas: SJSU is trying to promote student success and timely graduation, so  
23 supporting students during times of short-term crisis is one way to help  
students continue to succeed and graduate on time; -0 -1

31 Present: Allen, Frazier, French, Jackson (non

37  
38 **Excused Student Absences**  
39

40 Students may have valid reasons to miss one or more classes, whether anticipated or  
41 unforeseen. Students are responsible for informing their instructor about such absences  
42 as soon as possible. Absences may be considered “excused” and may require  
43 accommodation.  
44

45 1. Student responsibilities  
46

47 If a student is aware of a future absence ahead of time, the student shall notify  
48 the instructor within the first two weeks of classes or as soon as the student  
49 learns of the need for an absence. If the student must be absent for an  
50 unforeseen reason, they shall inform the instructor as soon as circumstances  
51 permit.  
52

53 Absences can happen for any number of reasons. The following list provides  
54 examples, but there are many other possibilities not captured among these.  
55

- 56 ROTC or other military duties
- 57 Jury duty
- 58 Death of a family member or friend
- 59 Illness or injury, including physical and mental health-related issues
- 60 University-sanctioned SJSU Athletics competitions
- 61 University-sanctioned leadership conferences
- 62 Academic or research conferences
- 63 Adding a class late (though still during the add period)
- 64 Duties related to elected or appointed Associated Students  
65 representatives
- 66 Mandatory work-related activity or travel that temporarily impacts a  
67 student’s ability to participate in their academics
- 68 Caregiving duties for family members, including parents, spouses or  
69 domestic partners, a minor child, an adult child, a child of a domestic  
70 partner, grandparent, grandchild, or sibling<sup>1</sup>
- 71 Personal instability in a student’s life that temporarily affects their ability to  
72 attend class<sup>2</sup>
- 73 Religious holidays (see University Policy [S14-7](#))
- 74 Unanticipated emergencies or instabilities  
75  
76

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<sup>1</sup> Family often extends beyond those defined herein. Faculty should be considerate of those family members that may not be clearly defined here, but have a familial relationship with the student.

<sup>2</sup> Personal instability may include housing instability, food insecurity, or other financial crises.



77 2. Faculty responsibilities

78

79 Faculty shall treat personal matters of “reasons for absence” with the utmost  
80 sensitivity. Students may have reasons included in the list above, or they may  
81 have others; they also may be reluctant to mention specifics, and faculty should  
82 be understanding when that is the case. Faculty should request documentation  
83 only in rare cases. (Faculty members may only require students to provide  
84 verification for repeated or successive absences, or absences on the days of  
85 tests, presentations, and other graded activities.) Faculty shall reasonably  
86 accommodate absences to the extent possible.

87

88 Excused absences normally should not exceed two cumulative weeks of class  
89 time. The faculty member should make arrangements with the student to address  
90 missed learning opportunities, which could include submitting work late,  
completing different but comparable assignments, or waiving an assignme

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3 **SAN JOSÉ STATE UNIVERSITY**

4 **Academic Senate**

**AS 1829**

**Professional Standards Co(1rmy7)at(6)J0 Tc 0 Tw-1570 Td(1)TT1 1 Tf11 -0 0 11 334m570509 0**

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10 **Retention, Tenure and Promotion for Regular Faculty**  
11 **Employees: Criteria and Standards: To include within the**  
12 **category of Scholarly/Artistic/Professional Achievement,**  
13 **activities that specifically enhance inclusion, educational**  
14 **equity and achievement in the surrounding and broader**  
15 **communities**

16 Rationale: S15-8 revised S98-8 to improve and enhance the clarity of criteria in the  
17 category of for Scholarly/Artistic/Professional Achievement faculty Retention, Tenure,  
18 and Promotion decision. The changes were informed by SS-S21-2 Reform of RTP for  
Fairness, Equity and Inclusion and the following document

39 subdivided into several areas for ease of description and reference. These  
40 areas are not perfectly distinct and some candidates will demonstrate their  
41 disciplinary expertise within two or more of the areas. Some achievements may  
42 have characteristics of more than one area. The overarching principle should be  
43 to reward significant scholarly/artistic/professional achievement regardless of  
44 the form it may take.

45

46 2.3.1.1 The nature of the expected contributions will vary according to the  
47 discipline, and may be more specifically defined in each department's  
48 guidelines.

49

50 2.3.1.2 The nature of contributions will also vary according to the faculty member's  
51 professional interests. Scholarly/Artistic/Professional Achievements may  
52 include original research that advances knowledge; or the synthesis of  
53 information across disciplines, topics, or time; or the engaged application of  
54 disciplinary expertise within or outside the University; or the systematic study of  
55 teaching and learning within the discipline; or a combination of these forms of  
56 achievement.

57

58 2.3.1.3 Evaluation must be made by disciplinary peers. Acceptance of scholarly or  
59 artistic work by an editorial or review board (or jury) constitutes an evaluation  
60 of that work. Professional contributions should be evaluated by persons in a  
61 position to assess the quality and significance of the contributions.  
62 Candidates may request that disciplinary experts provide evaluations of any  
63 of their work to be included in the dossier. Such evaluations should  
64 characterize the broad impact, scope, or significance of the work, whether  
65 within academic fields or beyond. Significant contributions that would not  
66 otherwise be peer reviewed should be evaluated in this manner. External  
67 reviewers must be objective, and any relationships that could compromise  
68 objectivity should be disclosed in the evaluation.

69

2.3.1.4 Published or otherwise completed works that are peer-

84 scholarly conferences, invited papers/presentations in recognition of discipline  
85 expertise. documentaries, works of journalism, patents, copyrights, trademarks,  
86 translations, etc.

87  
88

89 2.3.3 Artistic achievement includes, but is not limited to, the creation of original work  
90 or adaptations in poetry, fiction, drama, dance, Work in poetry, fiction, drama,  
91 dance, digital arts, visual arts, performance, music, theatre, curatorial work  
92 and so on, ~~the aural, visual and computationally generated arts; or~~  
93 ~~performances or direction in music, theatre and dance~~ often requiring critique,  
94 interpretation, mastery of a skill, ~~formal~~ experimentation, or improvisation. ~~or~~  
95 ~~the curatorial arrangement of such works in an original and interpretive~~  
96 ~~manner.~~

97

98 2.3.4 Professional achievements involve the application of disciplinary expertise  
99 whether within or outside the University. Professional achievements will usually  
100 be evaluated within the category of service, except when department guidelines  
101 establish that professional activities are the primary method of demonstrating  
102 expertise within the discipline. Such disciplines shall adopt department  
103 guidelines that explain appropriate standards for evaluating these activities and  
104 distinguishing them from the service category of achievement. Examples of  
105 achievements that could qualify when explicated by guidelines are listed under  
106 “Service to the Profession/Discipline” below but may also include ongoing  
107 professional requirements for currency (e.g., licensure) in an applied discipline.

108

109 2.3.5 Scholarship of Engagement. Similar to professional achievements, the  
110 scholarship of engagement requires the application of expertise and/or talent  
111 grounded in the candidate’s discipline or interdisciplinary fields. Achievements  
112 that do not require such expertise and/or talent shall be evaluated under the  
113 category of service. This form of scholarship typically engages in identifiable



1 SAN JOSÉ STATE UNIVERSITY  
2 Academic Senate  
3 Curriculum and Research Committee  
4 February 28, 2022  
5 Final Reading  
6

AS 1807

7 **POLICY RECOMMENDATION**

8 **Adoption of Guidelines for General Education (GE), American**

14 **Institutions (AT) and the (G) for** **Whereas** General Education (GE), American

15 and the Graduation Writing Assessment Requirement (GW  
16 updated or reviewed since they were approved in 2014; and

17  
19 **Whereas:** In order to be compliant with CSU [General Education Breadth](#)  
20 [senate changes to Area D and creation of Area F](#) effective  
21 [signed by the president](#); and

22  
23 **Whereas:** [Those changes allowed C&R to continue gathering feedback and incorporating](#)  
24 [changes where appropriate through Fall 2021 semester; and](#)

25  
**Whereas:** [C&R consulted extensively](#) in fall 2021 alone); therefore, be it

29  
30 **Resolved:** That the attached GE Guidelines be adopted effective Fall 2022; and be it further

31  
32 **Resolved:** That C&R is the final body responsible for maintaining, updating, and interpreting  
33 the GE Guidelines. C&R shall be authorized to make minor changes to the GE  
34 Guidelines that do not change the overall structure or intent of the program (e.g.  
35 learning outcomes). The Academic Senate shall be notified of any such changes.  
36 Any major changes shall require senate involvement with a vote; and be it further

37  
38 **Resolved:** That the General Education Advisory Committee (GEAC), in consultation with the  
39 Vice Provost for Undergraduate Education, will begin recertification of all courses  
40 using GRPs starting in Fall 2022 and completing all recertifications no later than  
41 Fall 2025 following [University Policy F15-13](#); and be it further

43 **Resolved:** That the General Education, American Institutions and Graduation Writing  
44 Assessment Requirements (GWAR) Guidelines shall undergo a full university  
45 review with submission of a program planning document that will be initiated by  
46 the General Education Advisory Committee beginning in AY 2030/31. Any  
47 recommended changes to the GE Guidelines shall be referred to C&R for  
48 deliberation.

49  
50 **Rationale:** In the academic year 2016/17, SJSU's General Education Program was  
51 reviewed through the Program Planning Process and an action plan was  
52 developed in 2018 to review and update the program learning outcomes and  
53 develop better processes for assessment. An *ad hoc* committee was created to  
54 review and modify the program learning outcomes in the academic year 2018/19.  
55 These new learning outcomes were presented to the C&R Committee which, in  
56 conjunction with the Academic Senate Office, held a first of its kind campus-wide  
57 two day General Education Summit in late fall 2019 and early spring 2020 to  
58 gather feedback on the program learning outcomes, the GE Area Learning  
59 Outcomes, and many other aspects of our GE Guidelines. These guidelines were  
60 also distributed in early spring 2021 and C&R carefully has been reviewing all the  
61 feedback that was received. Thirteen additional forums were held in Fall 2021.  
62 This extensive community input was reviewed, summarized, and considered  
63 when creating the new GE Guidelines. These updated guidelines incorporate the  
64 creation of the new GE Area F (Ethnic Studies) with reduction of Area D to 6  
65 units as well as changes each GE Area, the Graduation Writing Assessment  
66 Requirement (formerly known as Area Z on our campus), and the American  
67 Institutions Graduation Requirements based upon consideration of the feedback  
68 that has been received by the Curriculum and Research Committee.

**Timeline and Impleme** Reedba00002 ( R)20982s:and tl asatte t bmd ( 14 e)11 ((s)11 ((i)0 (c)11 ( (sS13 (Je)X  
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82 Guidelines, (2) temporarily, faculty to switch from assessing ALOs  
83 (formerly known as GELOs) to PLOs, (3) the General Education Advisory  
84 Committee (GEAC) and General Education Review Panels created to  
85 help GEAC recertify courses to align with the new guidelines, and (4) staff  
86 to make changes to the online catalog, various websites, publications and  
87 PeopleSoft.





36 RESOLVED: Accessible materials shall be made available to all students regardless of  
37 disability status; and, be it further

38 RESOLVED: That the university shall ensure that faculty have access to the appropriate  
39 resources to convert or create accessible materials.

40 RESOLVED: That faculty shall ensure the conversion of any materials that are not accessible  
41 to an accessible format with the help provided from the Accessible Education  
42 Center, Affordable Learning Solutions, and eCAMPUS; and, be it further

43 RESOLVED: That if materials cannot be made accessible due to technology limitations then  
44 an equally effective alternative must be created or provided; and, be it further

45 RESOLVED: That those involved in course instruction (e.g. faculty, staff, GTAs, ISAs) shall be  
46 informed regularly of available resources for developing accessible course  
47 materials or equally effective alternative; and, be it further

48 RESOLVED: That those involved in course instruction (e.g. faculty, staff, GTAs, ISAs) shall  
49 undergo accessibility training appropriate to their duties on a regular basis as  
50 implemented by the Office of the Provost; and, be it further

51 RESOLVED: That the appropriate Vice President(s) shall conduct a baseline assessment to  
52 determine compliance with federally mandated accessibility requirements for  
53 courses and designate the necessary resources to bring the campus into full  
compliance; and, be it further

72 Approved: 2/21/22

73 Vote: 11-0-0

74 Present: Richard Mocarski (seat A), Thalia Anagnos (seat B), Marc d'Alarcao (seat C),  
75 Gigi Smith (seat D), Faranak Memarzade (seat E), Cara Maffini (seat F), Wei-  
76 Chien Lee (seat H), Stefan Frazier (seat I), Brandon White (seat J, chair), Marie  
77 Haverfield (seat K), Chloe Cramer (seat L)

78 Absent: Katy Kao (seat G)

79 Guests: None

80 Relevant documents available online:

81 EO-11111: [calstate.policystat.com/policy/6590867/latest](http://calstate.policystat.com/policy/6590867/latest)

82 SJSU University Policy F07-3 ([www.sjsu.edu/senate/docs/F07-3.pdf](http://www.sjsu.edu/senate/docs/F07-3.pdf)) outlines procedures for the  
83 timely adoption of textbooks, course readers and library reserves.

84 [www.sjsu.edu/accessibility](http://www.sjsu.edu/accessibility)

85 Financial Impact: The magnitude of the financial impact will depend upon the needs  
86 assessment, but we expect that it will be substantial.

87 Workload Impact: We anticipate increases in workload for:

1 **SAN JOSÉ STATE UNIVERSITY**  
2 **Academic Senate**  
3 **Organization and Government Committee**  
4 **February 28, 2022**  
**Final**

**AS 1828**

47 and recommendation, consistent with VI.A.4, the Dean shall submit each application,  
48 the recommendations of the Department/unit's Chair, the College/General Unit  
49 Professional Leave Committee, and any responses from the candidate, to the  
50 University Sabbatical Leaves Committee for review(USLC). The USLC shall review all  
51 materials provided and shall evaluate and rank order individual applications from all  
52 the Colleges and the General Unit according to the criteria listed in III above, and  
53 consistent with the current Collective Bargaining Agreement. A copy of the evaluation  
54 from the USLC shall be provided to the applicant who has seven calendar days to  
55 respond to the Office of Faculty Affairs **Services**, with a copy to the Department Chair  
56 and the Dean/appropriate administrator. The USLC shall forward all sabbatical  
57 materials to the Office of Faculty Affairs **Services** for review and final decision by the  
58 President **or their designee**.

59  
60 **Section VII. Final Decision by the President**

61 The President **or their designee**, after considering all prior recommendations and any  
62 responses from the applicant, shall notify each applicant of the final status of the  
63 application. Such notification shall include in writing the reasons for approval or  
64 denial, and any conditions of the leave. A copy of this notice shall be provided to the  
65 applicant's Department Chair, Dean, College/Unit Professional Leaves Committee,  
66 and University Sabbatical Leaves Committee (USLC).

67  
68 ***Rationale for the Recommendation:***

69 The question has been raised as to whether or not the President may appoint a designee to review  
70 and/or make final decisions on sabbatical applications. The amendment to University Policy F08-4