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and explained what it means to have "a duty to report." A CSU Executive Order establishes our "duty to report." Everyone on campus has the duty to report if they see something.

President Papazian acknowledged the work of the Strategic Planning Steering Committee.

**Question:**

Senator Sabalius commented that since President Papazian has been here she had probably noticed that the Athletics Division has a budget that is larger than six out of seven of our academic colleges. Approximately two-thirds of the Athletics Division budget is not generated by the Athletics Division itself, but comes in equal parts from the general fund and from student fees and is approximately \$16 million. This is in addition to what the division itself earns. Senator Sabalius has discussed this with about seven previous Presidents of the university. Each time Senator Sabalius is given the assurance that the Athletics program will be turned around and that the problems were because of a new Athletics Director, or a new Football Coach, and often the strategies to make the program viable are ridiculous. Senator Sabalius commented, "When we didn't have enough spectators an idea was floated that we should build a bigger and better stadium. When our football team was not able to achieve a winning season we moved into a higher division with stronger competitors. It has been 21 years and a turnaround has not happened and I doubt that it will ever happen."

Senator Sabalius hoped that President Papazian's demographic profile would bring a fresh perspective on athletics to the university. However, during the President's welcoming address she talked about sports quite often and over the summer also talked about how men's track and field had been reintroduced. Senator Sabalius asked the President how she saw the role of athletics at the university, and how she could justify the cost of athletics year-after-year when this money could be better invested in student success and closing the achievement gap?

**Answer:**

President Papazian responded that she comes from a background that is humanistic, but that doesn't mean it is contrary to athletics. Even the old Greeks were very committed to athletics, because there is a belief that "the body and the mind both have to be strong in order for there to be real success." President Papazian understands what "the corruption of big time athletics looks like," and she commented that she does not discount those concerns.

The first question the President asks when she looks at Athletics isn't the win-loss record. It is about student success, opportunity, and education. The first question we need to ask ourselves is how are our student athletes doing as students? Are they learning and succeeding? Have we created a pathway to education that for some of these students might not otherwise be there? Have we created a more diverse population? Our student athletes are part of SJSU. The question we have to ask ourselves is does this program represent the values of our kids? If it doesn't then that is a very important conversation to

have. Then we have a decision to make as to whether we change it so it does, or we say this is not something we should continue. However, if we can say that these student athletes are doing well then we must ask if our athletic program has given them something positive? Our student athletes are succeeding at a really good rate. We subsidize a lot of programs across the university. There are two institutions that stand out a lot when you look at women that become leaders and they are athletics and the Girl Scouts." President Papazian will be looking at all the issues and concerns around our athletic program.

**Question:**

Senator Rodan noted that while the athletics program may be very beneficial to a number of students, this is a small group of students compared to the rest of the student population. It doesn't seem to make sense to spend \$16 million on a small group of students, when it could be invested in academic programs and initiatives that support all students.

**Answer:**

President Papazian commented, "there are a lot of complexities to it including our ability to bring friends to the university. Many of our largest donors came to us through athletics and then supported the College of Education, or the College of Engineering, and those dollars go into the academic programs. We can debate what is the best use of those dollars. I think it is a bigger issue and not a simple issue. When you start to pull apart the threads, at the end of the day there are consequences. I don't see us eliminating athletics. I have no interest in that. I do think there is great value in looking under the hood at it and understanding what we are doing, what the outcomes are, and how that has integrated with our broader mission and values, and then seeing what changes we need to make. This is a conversation we need to have, but it needs to be based on real data, real understanding, and real analysis."

**Comment:**

Senator Campsey commented that the "African-American Museum in Washington D.C. has a statue with San José State on it. It is a replication of the Smith-Carlos statue. This is how the campus is known. There are some good things about athles é ð Ma

**B. Consent Calendar –**

Consent Calendar of September 26, 2016 – approved as amended (47-0-0).  
Chair Kimbarow announced that there was a vacancy on the Budget Advisory Committee for a Senator. Any Senator that is interested in serving should send a statement of interest to Eva Joice, Senate Administrator, no later than October 7, 2016.

**C. Executive Committee Action Items: None**

V. **New Business –** stCo SB M. M. EoR a SenoR)n@ re 7  
A. **Election of Associate Vice Chair**

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**E. Organization and Government Committee (O&G) –**  
Senator Shifflett presented *AS 1627, Senate Management Resolution,*

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**Answer:**

A: Absolutely

**Question:**

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will be responsible for coordinating our resources on and off campus and is fully devoted to helping students in crisis situations.

Counseling Services is offering 18 workshops for individuals, and 11 group workshops between now and December 2016. That is 29 workshops being offered for our students.

We have a great student leadership team this fall. They are deeply concerned about our students and are doing a great job.

VP Blaylock commented on what a great leader President Papazian is, and the excellent work she has done since arriving at SJSU. The President's cabinet is a very cohesive group of administrators and VP Blaylock looks forward to working with the Provost and the President this coming year.

**Questions:**

Senator Buzanski asked VP Blaylock to come to the next Emeritus Faculty Association meeting and speak with them about how they could help support the cause of student hunger and housing needs on campus.

**Answer:**

VP Blaylock agreed. VP Blaylock announced that there are 15 food pantries on campus, but Student Affairs offers all the services a student needs and not just food pantries. Most of the time crisis situations come up when most people are off campus. We must be able to respond quickly during these times. The crisis team is starting off with \$90,000 and this is before any fundraising has been initiated. Student Affairs had to develop a program before they can go out and fundraise. VP Blaylock commented that this program allows them to help students by signing them up for programs they may not even know about. Last week VP Blaylock spoke to a student that told him he has a budget of \$20 to eat on for the week. VP Blaylock helped him sign up for CalFresh. By signing up for CalFresh, he will get about \$150 a week to eat on. The student was unaware of the services available to him. We must connect to resources on and off campus.

**C. Associated Students President (AS) –**

AS held a retreat over the summer for AS staff and the student government. AS developed three strategic priorities for this academic year and they include improving the student experience, improving campus climate, and sustainability for AS. AS

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The Quantitative Reasoning Task Force Report recommends a 4<sup>th</sup> year of Math in high school, and for us to have quantitative reasoning across the curriculum.

**F. Provost –**

Provost Feinstein announced that he and his staff conducted research on faculty and department chair salary parity on a per diem basis. What the Provost found was that chairs were, on average, making less than faculty on a daily basis. Starting January 1, 2017, Provost Feinstein is going to fix this. The Provost will be investing approximately \$190,000 across the campus to resolve this issue.

The Provost and several others, including Debra Griffith and Stacy Gleixner, gave a presentation at the Chancellor's Office on Student Success that was very well received. However, one concern Provost Feinstein has is that a review last week of the impact all our efforts have had on average unit load revealed that we will start the fall semester with an average unit load of 12.74. Before we began our efforts, we were at 12.4 units. This is not a lot of growth or movement.

However, we have been successful with getting our first-time freshmen to increase their unit load. The average unit load for our first-time freshmen is now over 13. What seems to be happening is that students coming here for the first time are more willing to take 15 units. However, our sophomores, juniors, and seniors are mostly not taking 15 units. Provost Feinst

## **IX. Special Committee Reports –**

### **A. Faculty Office Hours Report:**

Senator Ken Peter presented Scott Heil, AVP of Institutional Effectiveness and Analytics (IEA). AVP Heil presented the results of the Faculty Office Hours Survey. AVP Heil announced that the Office of IEA chose to do a qualitative survey. Students were asked a whole range of questions about the ease of access in reaching faculty, the quality of contact they had with faculty, the general availability during office hours, and availability outside of office hours.

The general result of the survey was favorable to the new office-hours policy. Students said they had good access to their professors and in many instances preferred electronic contact to face-to-face contact. There were no systematic problems gaining access to faculty.

There were a couple of comments from the survey where students thought improvement could be made. A few students did complain that during peak periods such as midterms and finals, or when major assignments were due that there could be lines of students waiting to see a faculty member. Only undergraduate students were surveyed.

The next review of the Faculty Office Hours policy will be five years from this report.

#### **Question:**

Q: This survey was limited to a small number of students so how can you be sure it represents most student views?

#### **Answer:**

A: We can't. However, IEA felt that the responses did not indicate a systematic problem and/or the need for a larger and more in-depth study and were indicative of the views of the general student population.

### **B. Academic Integrity Report:**

Chair Kimbarow introduced Shannon Quihuiz, the Director of Student Conduct and Ethical Development. Director Quihuiz distributed the annual report on Academic Integrity to Senators.

#### **Question:**

Q: What are you seeing in terms of changes and trends in kinds of issues we are having over the past few years?

#### **Answer:**

A: The use of electronic means for cheating and plagiarism. Students are utilizing very unique and smart ways to collaborate with each other or to use other people's information in their particular paper. Last year students utilized of a social media app that was used to collaborate, resulting in over 35 students being found responsible for cheating behavior. This is the trend we are seeing. The Office of Student Conduct and Ethical Development has created an online canvas course on plagiarism for those students that have been caught the first time. There is also a canvas resource for faculty to use that you can assign your students in class to try to be more

on the preventative side. First-time violations usually result in academic probation, and then we do something around education. Students respond better to the individual online courses in this area.

**X. Adjournment** – The meeting adjourned at 4:50 p.m.