

2020-2021 Academic Senate Minutes
December 7, 2020

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

Ex Officio:

IV. Communications and Questions –

A. From the Chair of the Senate:

Chair Mathur welcomed Senators to the final Fall 2020 meeting. This meeting will be recorded for transcription purposes. Please ensure you type SL in the Chat if you have a question. Please wait until you are called on. For amendments, please type SL Amendment into the Chat then when Chair Mathur calls on you put the Amendment into the Chat. When we are in debate, please clarify SL debate, SL amendment, or SL main motion. Please only vote if you are a Senator.

Today's agenda has Final Readings first. For those six Final Readings, we will move right into debate so be prepared for that. If we don't get to the first readings, which we optimistically hope will happen today, please provide feedback in the google doc Chair Mathur sent to you last week.

Chair Mathur expressed condolences on behalf of the Academic Senate on the recent passing of Jeanine Jones. Jeanine was an excellent member of the

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also suggested we delay the start of in person classes for Spring 2021 to get

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

Senator Sullivan-Green presented **AS 1793, Policy Recommendation, Amendment C to University Policy S16-16, Probation and Disqualification, Temporary Amendment due to COVID-19 Pandemic (Final Reading)**. She noted this policy change would be for students who are currently on academic probation or would end up on probation. That will be, they will be allowed to continue on probation through spring 2021. There are equity gaps in probation and disqualification. Senator Sullivan-Green made an amendment that was friendly to the body to change the title to read, "Amendment D to University Policy S16-16.... The Senate voted and AS 1793 passed as written (42-1 -2)).

- C. Professional Standards Committee (PS):
Senator Peter presented **AS 1794, Policy Recommendation, Amendment D to University Policy S15-8, Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards, Deleting an Obsolete Reference (Final Reading)**.

Senator Peter presented **AS 1796, Policy Recommendation, Amendment C to University Policy S15-6, Appointment of Regular Faculty Employees, Deleting an Obsolete Reference (Final Reading)**.

Senator Peter presented a motion to suspend the rules to override the published agenda of the Senate and consider AS 1794 and AS 1796 together. The motion was seconded. The Senate voted and the Peter motion passed (40-0-2). The Senate voted and AS 1794 and AS 1796 passed as written (46-0-0).

- D. Organization and Government Committee (O&G): Moved to Next Meeting.
E. University Library Board (ULB): No report.

VIII. State of the University Announcements: (Due to a lack of time, no State of the University Announcements were given.)

- A. Provost:
B. Associated Students President:
C. Vice President for Administration and Finance (VPAF):
D. Vice President of Student Affairs (VPSA):
E. Chief Diversity Officer:
F. CSU Faculty Trustee:
G. Statewide Academic Senators:

IX. Special Committee Reports:

- A. Update by Vice Chair McKee and CDO Kathy Wong(Lau) on the Committee on Professional, Productive, and Ethical Expectations in Work Relations.

This committee was developed as a result of Sense of the Senate Resolution, SS-F18-5, which called for a committee to combat bullying and preserve civility at SJSU. The tasks put forth in the resolved clauses were to make recommendations of any steps necessary to promote a safe and supportive environment. There was a specific task to craft a definition of bullying acceptable and appropriate for our campus, and also to make plans to combat bullying and recommend a formal process for resolving issues.

When the committee was officially charged a year after the resolution passed, the task of crafting a definition of bullying acceptable and appropriate for the campus was missing. There was a lot of debate in the Senate around the definition. The charge of the committee also does not include writing policy. There are some challenges for this committee. Bullying in the literature is an imprecise umbrella term as Appendix A of the Sense of the Senate Resolution touched upon. The fact of the matter is that we know anecdotally and through evidence-based research, such as the Campus Climate and Lecturer Climate Surveys, that bullying does take place within the SJSU community. The reality is that in the current absence of adequate laws, policies, and codes of conduct (and that is part of our audit of resources), those kinds of bullying, unsafe, unsupportive, and exclusive conditions have been somehow tolerated. The question is what is SJSU prepared to do about it?

We spent quite a bit of time in three hour retreats trying to analyze the literature on bullying and understand the inadequacies of resources as well as reviewing policies and other things that are available to try to act on any of these types of complaints and situations.

address precisely what we are talking about. Moving forward we are looking at what other places and institutions have done. It is a common problem and struggle. In employment law it is difficult to define bullying and that is part of the struggle when trying to address it from a policy perspective, so these are the three avenues we are examining.

There is a preliminary structure for a committee report that is already being drafted. Our target date is June 1, 2021. What we would like to have is a history of how the committee came to be, a literature review on bullying in higher education, and then the evidence-based assessment of SJSU. The committee chargey-0.6 (c)-2.6 (o)-1611.3 (he)of

events so faculty can see what their students are doing on the field and to have a better connection between academics and athletics. We have had continued discussions about how to better recognize our student athlete accomplishments. We are working to recognize our student athlete initiatives and working on ways to teach about racial inequality and advocate for social change. In the coming year we will be talking more about name, image, and likeness. That is a significant topic that is going to impact our campus and we will be talking about that through Spring 2021.

From Tamar Semerjian, the FAR:

As the FAR, I have the great privilege to be in a lot of meetings with our athletics folks, our student athletes, and the coaches. One of the things that has really struck me this year is the tremendous support from the Athletics

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academic engagement. This is now rolling out with other teams beyond football.

The last update I'd like to share is that David Rasmussen, who is in charge of Compliance on our campus, has started a project to ensure we are using best practices to ensure academic integrity and we are reviewing procedures in light of that. We are making modifications to ensure that we are in compliance in terms of reporting and communicating to ensure academic integrity on our campus.

From the Deputy Director of Athletics, Eileen Daley:

We did a historical assessment of where we came from and where we are today. We have been historically consistent with a GPA of 3.0 or higher and we are continuing on that trend. What I did want you to look at was Fall 2017 and Spring 2018, specifically men's soccer, you will see a 2.4 and a 2.73 and then if you look at men's basketball for 2017, there will be a 2.9 and a 2.76. If you then look at men's water polo for 2017 and 2018 you will see a higher GPA. These were some of our at-risk teams that we were very concerned about in terms of their overall performance, APR data, and GPA. I wanted you to hone in on those numbers.

Department average GPA is for Fall and Spring combined and you'll see a progression to 3.26. We are very excited with the outcomes in the spring in light of the pandemic and some of the struggles all our students have had in terms of transitioning online. Next, I'd like you to look at the WU's department wide. We actually improved in this area by 34%. I focused on Fall this year, because for Spring it is very consistent. We tend to perform better in Spring. Our initiatives seem to be working. Some of those initiatives included

7.27%. We are definitely headed in the right direction. Our advisers are working diligently with different strategies to provide support. We have a graduate assistant also assisting our student athletes. What we are doing is working, which is what I wanted to highlight today.

From Laura Alexander, Head Football Athletic Trainer, Assistant Athletics Director for Student Athlete Enrollment and Leadership Development:
I just want to highlight some of our COVID protocols that we have been utilizing with our student athletes as we have been repopulating and then participating and preparing them for their conference seasons. Feel free to ask questions. Before any participation, even on campus, we have the athletes decide whether they want to opt in or opt out. We want students to know there are risks involved and it is voluntary. We want them to know they will not be penalized for not participating. In addition, the students sign a COVID Acknowledgement Form stating they understand the risks and to ensure they uphold the protocols and guidelines in order to participate in athletics. As an addendum to the code of conduct for SJSU, we developed a student athlete COVID code of conduct. This is in addition to the

scholarships. They aren't penalized in any way. In terms of the number of students who have opted out, we've had almost 100 students opt out this fall out of 550. A number of our International students chose not to return. Also, the NCAA has given an extra year of eligibility. We've also been fortunate to find some labs that get the results of the PCR tests to us generally within 24-36 hours. We are testing every other day almost every single week. When we test on Monday we usually have the results before the end of the day on Tuesday.

Q: I'm told our Track and Field Team is no longer going to have a track on our campus, when they were promised so I'm wondering what is being done to ensure their success?

A: You are correct. We were told a few years ago that if we could raise the money we could have a track, unfortunately, the plans for South campus changed and that will no longer be the case. I'm proud of our track and field program. We have 70 student athletes in the program. We continue to work with San José City College and to use their track. This is where we have been able to practice in the past. Over \$1 million has been dedicated to scholarships for track and field athletes. We continue to support them in other ways, but unfortunately we won't have a track on South campus. This is

you get a chance, please watch the game. If there is anything we can ever do for the Senate certainly reach out to us. Go Spartans.

X. New Business: None

XI. Adjournment: The meeting adjourned at 5:44 p.m.