

**2022-2023 Academic Senate Minutes**  
**September 12, 2022**

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

**II.**

<b>Present:</b> <b>Absent: None</b>	<b>Chuang, McKee</b>
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There is a larger issue around modality. The O&G Committee had a first reading of AS 1832 last year. It raised some of these important issues. It was

A: [Chair McKee] That's in the Executive Committee minutes. There was outreach to a number of different Senators and to the C&R Committee over the summer. We needed to put someone in place right away because C&R needed to meet prior to the first Senate meeting. Senator Haverfield submitted a statement to the Executive Committee and was currently serving on C&R. The Executive Committee acted on behalf of the Senate when the Senate was not in session in accordance with Senate Bylaws.

C: I'm very happy to hear about the movement on getting staff on the Senate as well.

**B. From the President:**

Interim President Perez welcomed everyone and commented that he has a long affiliation with working on Senates. He observed last year that the Senate at SJSU gets a lot of work done and it is very important work. He was especially impressed with the work on the RTP standards and the changes made to make them more inclusive. These can be exceptionally difficult conversations to have and he was very impressed with the outcome.

We are in the third week of the semester. We just changed our mask mandates today. Our enrollment is strong, particularly relative to other campuses across the state. We are close to our funded FTES target and will get there by the end of the year. Other campuses are seeing significant declines in enrollment. We are seeing a decline in transfer students but are making up for it in other areas. We have a strong case to be made for students to want to come here. It is our academic programs that are drawing people here.

We have a budget deficit that we need to take care of and we need to bring in more money and generate sources of revenue. We have a compact with the state of California that if we do what we should be doing anyway, we should be getting increases in baseline funding and hopefully that will lead to enough of an increase for us to continue doing what we are doing. We know that we got an increase last year for this fiscal year, but most of that was eaten up by mandatory costs, not the least of which were much needed salary increases for our staff and faculty.

We've been developing our Campus Master Plan. We do a Campus Master Plan to say where we want to be in another 20 or 30 years. The reason we plan out that far is so that we can see what our development will look like over the next couple of decades. Then we can do an environmental impact analysis. We have a draft ready to go and then we will be looking to get input into the plan from the public and the university community with the hopes of presenting it to the Board of Trustees (BOT) next year.

Chair McKee mentioned bullying and Campus Climate. This is something that was called out in our WASC reaccreditation letter. We were reaccredited

for six years. We will have a visit in three years. One thing we will need to show significant progress on when they come to visit in three years is campus climate. One of the things we can talk about is diversity, equity, and inclusion issues and what that means for campus climate. Another way we can look at this is how we treat each other. How do we expect to be treated when we come to work? Do we have a shared agreement about what we can expect from each other? At other universities I have served has served they have had either an honor code or principles of community. At Fresno State they have a good set of principles of community and from what I understand of the process under which those were developed, it was pretty inclusive of the campus. Interim President Perez also read the Sense of the Senate resolution of 2018 on bullying, although he wasn't here then. He is looking forward to talking to the Senate about how we might address this directly. We need to talk about what types of things we already have that might be effective and what we need to develop on top of that. We need to look at what we need to be doing this coming year in terms of campus climate.

Interim President Perez hopes people will be very understanding with each other about their choices to wear or not to wear masks.

Interim President Perez hopes that others are seeing the joy and smiles that he sees on students returning to campus. During the weeks of welcome there was a showing of "Nemo" on campus and the Interim President attended and there were iotroiher s ar di usfisni Der e areDs0 (ny)o0c 0 Tg (m)-3 (i)1om ar c





**IX. Special Committee Reports:**

Special Report from Peter Lim, Interim Title IX and Gender Equity Officer:  
I'm joined here today by my colleague,



IX Coordinator. On June 30, 2022, I became the Interim Title IX and Gender Equity Officer.

After I started, I really started to see what the office was dealing with. At that time there was only one person in the office. Here at SJSU with the addition of the DOJ Resolution Agreement and the communication both written and verbal that need to transpire between the university and SJSU, SJSU really needed someone that could engage and represent the university in that capacity. As I started to look under the hood, I saw that I could better serve the university as the Deputy Title IX Coordinator. I began to work very closely with Interim President Perez and Lisa Millora and then I started to work more closely with SJSU than the CSU system. As the Interim Title IX and Gender Equity Officer, I now meet regularly with them both to provide updates on our efforts. We are going to provide the campus community with a really robust update by the end of the month. It is going to include information about our new office, when and where we will have listening sessions, etc. The work we are doing in the Title IX Office only works if there is support from leadership and I can tell you that SJSU

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issues that have happened on this campus for the past 30 years. We are trying to get more money to fix these things.

We continue to work with our new police chief, Chief Carroll. We continue to have our monthly meetings in the MLK Library where we welcome people from the community. We have frank discussions on what is working and what is not working. We also talk about where the problem areas are on campus and what everyone can do to help our police force maintain the safety on our campus. We will send information to Chair McKee and the Senate Administrator, Eva Joice, to send to the full Senate on when the next meeting will be. Usually it is the third Thursday of the month.

**Questions:**

Q: Recently I saw a communication that was sent from Transportation Solutions to students and it took me by surprise because my use of the VTA goes way back to when riding the VTA was free for students. The message said you need to renew your VTA pass and it cost \$100.50. I checked and found out that yes faculty and staff are still only paying \$25. I thought why are students paying four times that amount? There was a time that students didn't have to pay to ride VTA, but they did pay a transportation fee in their student fees. Can you tell us about the history of the movement from \$0 fee to paying four times as much as employees?

A: This is news to me. Tiffany from transportation solutions, which is part of Associated Students, is on the line here so she can correct anything wrong I might say. Associated Students is paying money to the VTA so students do not have to pay any money. They have to pay a small clipper card initiation fee, but they get to ride the buses and now that extends to BART and other around the bay transportation this year, so I'm not sure that is right. If you can forward that email to me, I can look into it. Please email VP Faas and/or Chair McKee with any questions.

**Questions:**

Q: Can you give us an update on where we stand in creating housing for faculty and staff in the federal building across the street?

A: That is another reason I'm in Long Beach today meeting with some trustees. The Alquist building continues to move forward and make very good progress. We have put together a white paper, Powerpoint presentation, and a path to success for the trustees to move forward with this building that will consist of 500+ faculty and staff apartments. The state is essentially giving us for free a \$70 or \$80 million plot of land in the heart of downtown San José. It is essentially going to be one of the ways make sure we can provide fmore aculty, staff, and graduate students with below-market rate affordable housing.

Q: Can you give us a most realistic timeframe for completion of this project?

A: Probably three years. What I will say is that we put out a survey a month ago and it went out to all faculty, staff, and graduate students. We got maybe

10-15% return on that. To say I'm disappointed would be a massive understatement. A lot of us have lived in the Bay Area for a while and have figured out how to live here. It is the next generation of people that we will be hiring who don't have a chance at this unless we all work to find affordable housing for the next generation of not just faculty but staff on our campus. When you have to commute 1 ½ to 2 hours one way there is no quality of life and no quality of education, because that time spent commuting could be spent with students on campus. There are certain things we have to do before we can even accept the property from the state, so we have to make sure we complete all the right steps. We are going as fast as we can with limited dollars and hope to bring to the BOT in January next year.

Q: Has there been any discussion about expanding training besides the *Run, Hide, Defend Active Shooter* training to include the API Safety Awareness Training that the county is offering?

A: Again, come on out next Thursday to the MLK Library for the monthly meeting and we can address that. You can also attend virtually.

Q: You mentioned in your report about Chief Carroll's efforts as far as community feedback and getting to know the community, but there have been two recent events I've been a part of on campus where we had a really hard time getting UPD response. If we are going to be having more on campus events, then I feel this should be a focus for UPD. We have a lot of traffic on campus that isn't part of the campus af



A: I don't know that I have those numbers. I'll grab them and put it into the chat. What I can say that may have some impact on it is that our graduate special session is about 45 students below and our graduate regular session is up by 206.

Q: You mentioned the 97% COVID vaccine compliance, but I presume that was for compliance with the now obsolete vaccine since the new vaccine came out last Thursday. Is there any thought about a new requirement that our staff, students, and employees get the new vaccine? The evidence is overwhelming that the old vaccine did relatively little to stop transmission although it works to combat the illness. However, as long as the transmission is happening, long-term COVID continues to be a major problem. This vaccine really might help with that.

A: [Interim President Perez] I believe the wording in our policy says our people will be fully vaccinated as defined by the CDC. The mandates are CSU systemwide policies. We don't have that control. Where did you get the vaccine?

A: Walgreens.

Q: All three years that I've been here Orientation has been done differently with different formats. A lot of our students talk to each other and spread

I concur with VP Day's comments. The Office of Diversity, Equity, and Inclusion tables during the "Weeks of Welcome" had a huge amount of engagement from students. We gave out way more swag than we usually do. We were amazed at how much more engaged our students were.

We participated in Orientations for First-Time Freshmen, Transfer. And Graduate students over the summer. DHR, as well as the Title IX Office, and some educators from student health, are working with us to put together something about inclusion, diversity, equity, and belonging that is holistic in terms of the presentation given the amount of time we have for the materials and the presentation. It worked really well this summer, although it was a struggle to get everything in required by the DOJ. We received feedback from students. Again, there was excitement about engaging on campus.

We also spent quite a bit of time consulting with different units on campus this summer and staff in terms of the training they wanted for some of the programs they want to launch. We also did a lot of consulting with different grant groups. We also worked with the co-chairs to complete the work that we needed to complete from the CCDEI from the last academic year. Our first CCDEI meeting for this Fall is tomorrow. We had new representatives join. We are adding a faculty member that has expertise with disability issues.

We have spent quite a bit of time gearing up to do faculty Orientation. I facilitated a 1 ½ hour workshop for Jumpstart for new faculty. Most of it was really getting people to become literate about the details of the demographics of our campus—not just students but also faculty and staff, and to understand the local area in terms of demographics. We addressed pedagogy and teaching practices and did a lot of Q and A.

We still participate with the training for searches. The training is online. We will again be monitoring the search pools as they come in working with Maggie Barrera's office as well as University Personnel (UP).

For the first time we did faculty training for the faculty in Moss Landing. We have been working with them over the Spring and Summer in preparation for the training this Fall 2022.

I have good news. I found out on Friday that I'm a Co-PI on a SAMHSA Grant on mental health. It is a National Center for Excellence on Asian-American, Native Hawaiian, and Pacific Islander behavioral health and wellness and it is to setup an online resource center as well as to provide trainings, data, and resources. I was invited by Hawaii's public mental health department to participate and to bring in SJSU. They purposely chose a non-R1 because they really believed we would have the on-the-ground experience and SJSU had a very strong research program as well as teaching and





budget request. We will be finalizing our budget tomorrow. Staff had asked for this in order to have more time to lobby the governor before he makes his preliminary budget. I'm very busy as the Faculty Trustee and as I said I attend the three-day plenary meeting. On Friday I also drove to Fresno for the investiture of a new President. Then I stayed another day to attend the football game.

**Questions:**

Q: Did the decision to revisit GEAC for upper division come from the BOT or the Chancellor's Office?

A: The BOT has not been brought into the loop yet and I think that is a good thing, because I don't think the trustees should be involved in the curriculum. While it is true the BOT has the authority to change Title V, it should go through the shared governance between the administration and ASCSU and then come to us. SJSU is extremely well represented in the ASCSU. Not only am I on the BOT, but Senator Van Selst is the Secretary of the ASCSU and Senator Rodan is a committee chair so they serve on the ASCSU Executive Committee. Senator Curry was elected to the SJSU Executive Committee. There is a strong SJSU presence at the ASCSU and in Long Beach at the Chancellor's Office. Also, Senator Curry communicates well between the ASCSU and the SJSU Academic Senate.

Q: Thank you for the update. I appreciate your comment about the BOT not being involved in curricular matters. It is refreshing to hear that. My question is that the ASCSU came out with a resolution on presidential search processes. When the BOT came to our campus, I know we had questions about the search process and felt there should be more faculty and staff on the committee. Has the BOT further discussed some of these issues like transparency in the search process and greater involvement on the search committee of faculty and staff? I also wanted to say that I did read your 17-page report this summer. Maybe not in this meeting, but in a future meeting



compact between the Governor and the CSU which is going to go before the BOT this week. The compact is on the operating budget of 2023-2024. This compact provides a 5% increase in CSU allocation with various commitments that are required to be fulfilled. Those commitments are outlined in my report. Another discussion focused on the compensation received in the executive packages. Many people received the CFA table which included that the presidents in the CSU received between 7% and 29% increases compared to our humble 3% increases. The Interim Chancellor was speaking as though she had heard there was some concern.

The report then transitioned and involved the Chair of the BOT, Wenda Fong, who spoke to us a little bit about the executive searches. She said there was an ongoing assessment which was commissioned by the BOT to investigate changes to presidential searches. There were several questions and recommendations. There were in fact several questions and recommendations and statements of frustration about the fact that those searches are closed and that the committee compensation doesn't represent a large enough pool. One of the points made was both Chair Fong and Interim Chancellor Koester invited people to send in their recommendations about alternative ways we might have privacy for those people applying and

a three-year special visit. I'm excited about the opportunity to engage in the process.

We are moving forward on a number of fronts as far as the equity gap question goes. Melinda Jackson and Deanna Fassett are working with a number of the Associate Deans to apply for the middle leadership academy to do a project on supporting faculty and looking at equity gaps.

**Questions:**

Q: Can you give us more details on the heat issues?

A: It impacted a lot of places. Can we easily move things around? I don't think that's always going to be the answer. It's really a matter of gathering information first. Some of the classes can't be moved. The information came from departments.

Q: I know there has been a significant change in the advising structure and that might have had eTc b3 (t)2 (eTcf)- o

