
Present: Brent, Peter, Van Selst
Shifflett
Absent: Caret, Nellen, Martinez

Present: Kassing, Rascoe,
Goodman, Lee

Present: Breivik, Gorney-Moreno
Absent: Andrew, Meyers

Present: Gonzales, Yen, David,
Absent: Palakurthi

Absent: Donoho

:
Present: Lessow-Hurley, Katz
Absent: Rickford

Present: Singh, Pour

nominating petitions from faculty in 5 of the 8 colleges. In two of the colleges, there was only one nominee: Pam Stacks from the College of Science, and Terry Christensen from the College of Social Science. These two will be their college representatives. Three other colleges (Education, Engineering, and CASA) are in the process of conducting elections this week to select their nominee.

Senator Sabalius presented *AS 1202, Policy Recommendation: Smoking Policy (First Reading)*. Senator Sabalius said the Executive Committee was charged with the task of devising a "Smoking Policy" by the President. The Executive Committee sent out surveys to faculty and staff, and Associated Students placed this issue on the March 2003 student ballot. The CSU Smoking Policy only required that smoking be banned within 5 feet of any entrance. Our current policy at SJSU is already more restrictive than this. Our policy restricts smoking within 15 feet of any building on campus. Senator Sabalius said that when you examine the results of the survey, it is clear that most people want a more restrictive policy. However, the option "most" and "least" favored on the survey was banning smoking on campus altogether. One large group gave that option as the most desirable, while a second large group gave that option as the least desirable. Therefore, the Executive Committee decided that recommending banning smoking within 25 ft. of any building or window was the most equally tolerated option by all groups.

Senator Williams asked how the policy could be enforced. Senator Sabalius said that the Executive Committee decided to leave that up to the University Police Department. Chair Brent said the Academic Senate is a legislative body and doesn't enforce any policies. Senator Singh asked if there is some kind of map that shows how far away 25 ft. is? Senator Sabalius said not that he knew of. Senator Singh said this was quite a distance and how would one determine where 25 ft. was. Senator Lessow-Hurley asked why the Executive Committee decided to go with 25 ft., when the survey showed most people wanted it banned altogether. Senator Sabalius said that although this was the most desirable option for one large group, it was al

Senator Shifflett asked Chair Branz if she was correct in that the purpose of this

Senator Shifflett asked if Senator Stacks could address the split vote by the committee. What did both sides have to say about designated versus not designated seats? Senator Stacks said the committee looked at other CSU Academic Senate processes. There was a lot of diversity in how they handled temporary faculty. The Organization and Government Committee voted early on that they wanted to have temporary faculty representation. The committee wanted to be sure that there would be some temporary representation on the Senate. However, some people voiced concern that the Senate could be comprised of only temporary representation at some point in the future. Other people were concerned that temporary faculty have different careers and different issues than tenure/tenure-track faculty. However, by a majority vote of the committee, it was decided not to send two proposals forward (one for designated seats, and the current proposal) for the Senate to consider. Senator Pour asked if the committee had considered getting a campus-wide vote on the issue. Senator Stacks said no, because if the Senate passes the resolution a constitutional vote will need to be done campus-wide anyway. Senator Van Selst asked what one-year of service for a temporary faculty member was based on? Senator Stacks said a calendar year since elections take place in the Spring. Senator Peter said the data is intriguing. The piece of information he is most interested in is longevity. Senator Peter said he is not sure we have that information available. We have lecturers that have been here a lot longer than Senator Peter has. Senator Peter asked what the average longevity is for temporary faculty members, and whether this figure has been shifting over the years. Senator Stacks said what they received was a report from the CFA. Senator Peter then asked whether this change would allow temporary faculty to run for the CSU Statewide Senate? Senator Stacks said yes. Senator Peter said that our elections could be improved overall by including statements from those running for the Senate that state length of service, etc. This might alleviate some of the fear that temporary faculty running for the Senate haven't been at SJSU long enough to know the issues. Senator Van Hooff expressed concern about compensation for temporary faculty serving on the Senate. Senator Van Hooff said Senators are asked to serve on a policy committee as well as the Senate. She asked Senator Stacks if the committee had considered whether there could be a problem with the CFA contract. Senator Stacks said that Irene Miura had talked with the University Counsel about this issue. Irene said that it is up to campuses whether they want to provide compensation. Senator Singh asked if a majority of CSU campuses currently have two temporary faculty members on their Senates? Senator Stacks said that it varies. Some campuses have two temporary lecturers on their Senate, some have multiple lecturers, and one campus has none. Senator Singh asked whether it would be possible

Senator Norton provided guidance to the committee on this issue, and that he pointed out these were the same issues that came up when the Senate composition changed from just tenured faculty to include tenure-track faculty. Senator Singh said that when you assign extra service to temporary faculty they can then sue for extra pay. Irene Miura said that a decision would then have to be recommended by the Academic Senate as to whether they should get it.

AS 1204 deferred to the next meeting because no one was available to present it.

The Chair of the Task Force on the Recruitment and Retention of a Diverse Faculty, Herb Silber, presented *AS 1203, Sense of the Senate Resolution: Endorsing the Report of the Task Force on the Recruitment and Retention of a Diverse Faculty (First Reading)*. Chair Brent said that the task force was created by the Academic Senate last year, and was given the charge of bringing a report to the Senate by April 2003. Chair Brent expressed his gratitude to the task force for meeting their charge. Chair Silber said that there was a very diverse group of people on this task force. The task force tried to come up with a consensus about what the university can do to hire a more diverse faculty. One of the major things the task force suggested was a May 15th target date for authorizations to hire. This would be a big change in the way things are currently done, and would give us the flexibility to get our ads out earlier and get the full applicant pool.

Chair Brent asked where the cost estimates were for some of the proposals. Chair Silber said he had some of the cost estimates available. If the university hired a Diversity Officer, the salary would be around \$60,000 plus fringe benefits, which would take it to about \$100,000. The task force estimates that advertisements would be in the range of about \$2,000-3,000 per search. And, if we are going to provide startup funds, we are talking about big bucks possibly hundreds of thousands of dollars per faculty member, Chair Silber said. Provost Goodman asked Chair Silber if he was aware of the recent report from the CSU that looked at the hiring of tenure-track faculty last year, where SJSU ranked number one in terms of the largest startup package. Chair Silber said he was ~~not aware of this report. Senat~~ ~~acks~~ said that the task force had a very difficult job, but had 0 12 474.2233 ckam

total data reviewed pertaining to SJSU's RTP process, the task force could not conclude that there was a problem with minority faculty not getting tenure at SJSU. Chair Silber said the minority report gives you an interpretation that is somewhat contrary to the interpretation of the task force. Senator Shifflett said that the task force recommended that a person outside the department serve on each RTP committee. Senator Shifflett said a proposal like this could result in faculty members spending potentially the rest of their academic careers serving on everybody else's RTP committees. Chair Silber said there was a tie vote regarding this proposal and thus it is not an official committee recommendation. However, Chair Silber said that he has worked at other colleges, and has served on RTP committees as a member from another department/college, and that this does appear to be fairer in the eyes of minority members. Senator Peter asked what the task force's rationale was for wanting a particular person to be the Diversity Officer as opposed to a charge to Faculty Affairs. Was the task force's perception that Faculty Affairs currently lacks the resources to implement the task force's recommendations? Senator Peter said he doesn't understand why another Diversity Officer is needed when Faculty Affairs has personnel to do this. Chair Silber said it was the task force's understanding that there were not a sufficient number of people who could handle all aspects of the job under Faculty Affairs. Members of the task force expressed the opinion that there should be an office of diversity. The task force felt that people need training in how to recruit a diversified faculty, and it is not clear that there is someone qualified on campus right now. Gabe Reyes was a member of this task force, and his office doesn't have the personnel power to do this either. It is a manpower con6 T5r6951 446.7612

to generate this data, but it probably won't happen in the next three weeks. The Academic Senate can appoint another committee to do this

guarantee that this won't happen. However, Provost Goodman said, we believe the CSU is looking at the special session trust accounts. Collectively, these accounts amount to a large sum of money. Provost Goodman said he is one of the new tour guides for the new library and had his own tour on Friday. The new library merges a museum, library, and high tech center. Provost Goodman said the library was "awesome". Senator Veregge said that many of the people that work in the new library have been