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and a family with a young daughter at home.

The May 4, 2007, 150th Anniversary event was well organized and wonderful. Congratulations to University Advancement.

The Access to Excellence summit was held on April 24, 2007. Senator Phillips, Senator Sigler, Senator Hegstrom, Senator Stacks, Senator McClory, and Chair Lessow-Hurley attended. A strategic plan is emerging. As the plan evolves it will be made public and there will be multiple calls for contributions.

**B. From the President of the University-**

President Kassing made the following announcements:

President Kassing and VP Phillips have asked Colleen Brown to take a careful look at what we do as far as loan providers are concerned. We look fine in our Financial Aid office. We have received an open records request from the Attorney General for records from our Alumni Association. We use a company called Nelnet. Nelnet is a national company out of Omaha, Nebraska that services about 150 University Alumni Associations. We have an arrangement with them that if our Alumni use their loan consolidation services, we get \$100 per loan. Last year the Alumni Association received about \$25,000 from them. VP Najjar is looking at that extensively.

The President and VPs have teams that will be looking at our procedures as related to the Virginia Tech shootings over the next five to eight weeks from how we handle students with mental illness to the communication techniques we use on campus.

There has been an argument surfacing with the California Faculty Association (CFA) over \$1.2 billion of balances in the CSU. There are \$1.2 billion of balances in the CSU, but this is not state money. We have balances in the housing funds, student union, the parking fund, International and Extended Education funds. Those funds are

NCAA measure of progress towards degree. It is an accumulative average. In 2003/2004 our average APR for all the teams was 874, in 2004/2005 it was 901, and in 2005/2006 it was 915, and the target is 925. We are 10 off the target APR. The 925 is equivalent to a 60% graduation rate. The APR for the first class that Dick Tomey brought in is 937. Dick Tomey is suffering for what wasn't done before. The GPA for the football team went from 2.1 to 2.5 under Tomey." Senator Campsey said, "We had two teams that were in the top ten [990-1000]. We did have some students leave that didn't like our emphasis on both academics and Athletics. Also, over the last year students that were below a 2.0 GPA were reduced by 30%." President Kassing said, "Tom Bowen also told me Saturday that the article is inaccurate. We didn't lose seven scholarships, we lost three." Senator Peter said, "Perhaps you could check to be sure that is the number we have lost. If the article is correct, then we are losing more scholarships despite our progress. We have lost more scholarships this year than last year." Senator Campsey said, "I will check and let you know for sure."

**IV. Executive Committee Report –**

**A. Executive Committee Minutes –** None

**B. Consent Calendar –** None

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

**V. Unfinished Business -** None

**VI. Special Committee Reports -** None

**VII. New Business -**

**A. Campus Security Update by Chief Andre Barnes and Captain William Coker.**

Chief Barnes said, "I am very pleased to be here and share with you what the campus is doing about safety and the changes we are making. Our role will stay pretty much the same. Although things are more heightened since the Virginia Tech incident, our procedures haven't changed. We would still respond the same. A week prior to the Virginia Tech incident, I met with my colleagues in the Santa Clara County Police Chiefs' Association. We had just reviewed and revised our active shooter protocol prior to the Virginia Tech incident. We have an understanding that we will assist each other. Certainly because of the Virginia Tech incident we are,

We have had a few incidents since the Virginia Tech incident.



scenarios.”

Chief Barnes said, “We have convened a committee recently that VP Rose Lee is Chairing. We are starting to look at the infrastructure and what equipment we either have or don’t have. One of the issues at Virginia Tech was should people have been evacuated and how the information should have reached them. We are missing some of the key communication components we should have in this area. We have some very new buildings that should work well, but we also have some very old buildings that don’t work well. We are looking at public address systems, how we get into classrooms, text messages, email, etc. Everyday since Virginia Tech I get about 20 emails from companies wanting to sell us equipment. We just had our first committee meeting last weekend.”

**Questions:**

Senator Sabalius wanted to know how much of a burden the enforcement of rules, such as no smoking, put on the University Police Department (UPD). Chief Barnes indicated that issues such as skateboarding are reviewed to see if they are workable.

Senator Van Hooff said that the lighting in Clark Hall dims to the point of being dangerous at night, and that there are a number of elderly faculty in the building in the evenings. Senator Van Hooff is concerned about their safety, and asked if the escort service could still be called to walk them to their cars. Chief Barnes said, “Yes.” Chief Barnes said, “We do send out patrols to do crime prevention checks also.” Senator Van Hooff asked, “What is the number to call for an escort?” Chief Barnes said, “x42222.” Captain Coker asked, “Are we talking about the lighting inside Clark Hall or outside?” Senator Van Hooff said, “Inside on the fourth floor.” Captain Coker said, “We will contact the Facilities Development Office (FDO) and have them look into this.”

Chair Lessow-Hurley said, “It might be helpful to have these emergency numbers available for everyone and other information including building evacuation routes.” Chief Barnes said, “This information is available on our website, and we send out our crime report every year campus-wide.”

President Kassing said, “Everyone on campus should be doing everything they can to make sure their people are aware of the emergency procedures. Our police department has limited resources, only 34 officers total to cover 24/7 shifts.”

Senator Maldonado-Colon said, “I’m concerned that we have no drills during the evening hours and we have a lot of part-time faculty that work evenings that aren’t aware of the procedures.” Chief Barnes said, “As soon as we conduct a drill, I get horrible phone calls from faculty. We are going to be looking at that and how to address what to do when we have visitors on campus.”

Senator Henderson asked, “What new safety procedures have we implemented since the Virginia Tech incident?” Chief Barnes said, “At this point none. We feel what we have in place is adequate, and we are covered in terms of training and protocol. What we want to add new is a public address system and those types of things. We’re also working on being



case-by-case basis. Appropriate paperwork needs to be filed with our office in order for searches to proceed. As many of you know, each year we have a discussion about the importance of beginning these searches early in order to recruit the best candidates. These people are also the most competitive in the job market. The budget in the state of California has made this an increasingly difficult job. Although, we are all in agreement that earlier searches are better than later ones. In 2006/2007, we created a new calendar that encourages colleges to submit applications during the summer. For the first time this past year, the application period for the colleges began in June and ended in late October. In addition, the University Planning Council (UPC) provided the Office of Faculty Affairs additional money to advertise in additional publications that focus on diversity recruitment campus-wide. As of today, we have hired 50% of the advertised 75 positions for next year. We are really doing well. Being able to do the advertisements earlier has been a significant change for this year. Thank you very much Provost Sigler for the change in our hiring practices.

Now to take a look at the three tables I passed out. We have been tracking tenure-track hiring for a number of years. Table 1 focuses on the newly hired tenure-track faculty. You can see that in 2006/2007, we hired 39 total faculty members. We hired 5.1% African-American, 0% American-Indian, 38.8% Asian and Asian-American, 5.1% Hispanic/Latino, 15.5% unknown, and 43.5% white faculty. The most

In summary, at SJSU we are making slow progress towards more gender, ethnic, and racial diversity. Our progress is more visible with respect to gender. Our efforts have been impeded however, by the boom and bust state of economy, mandates from federal and state governments that are not synchronized, and a national pool of doctoral students that are not yet as diverse as our own student population is. The 1996-2000 doctoral pool included 5.2% African-Americans, .7% American-Indian, 9.4% Asian-American, 5%



Senator Canham asked, "I wonder if you have any numbers on the retention of tenure-track faculty?" Senator Merdinger said, "We do have that, it is in that report that is on the Chancellor's Office website. I don't have those numbers right now."

Senator Rickford said, "Some of these numbers are weak, and I think that we shouldn't be complacent. I know that it is true that our percentages are compared to the CSU, but I think that the stronger goal is for faculty of ethnicity to compare with the percentage in the general population. In terms of that goal, I think we are failing. Also, I am little discouraged because you said that we have a lot of potential on campus in terms of encouraging our own graduates, but there is a small number of American-Indian and African-American students on campus. I am wondering if there is in fact affirmative action actually enforced, and whether there is any data about the number of African-American, Hispanic-Mexican, American-Indian faculty that actually do apply and what are the outcomes. Do we track that?" Senator Merdinger said, "You are asking good hard questions. When we look at how we are doing with regard to hiring of faculty, we actually have to look at a national level. In terms of affirmative action, that is federal law and we follow that. We actually have reports from our Office of Faculty and Diversity that would tell us who is in the pool, but because of a recent ruling that applies to the CSU system we are no longer able to use certain kind of methods. One of them, a very important one, was halting a search because the pool wasn't diverse enough. What we do do as a result of additional money the UPC gave us, is target our advertisements to specific readers that are more likely to provide a more diverse applicant pool. The best way to make the pool as diverse as possible is to do as much outreach as possible."

Senator Gorman said, "I am intrigued by the number of faculty that are eligible to FERP. Do you have any idea how that compares to other campuses in the CSU? Do we have older faculty here as compared to the rest of the CSU?" Senator Merdinger said, "I actually don't know the answer to your question." Senator Gorman said, "Also, was there any attempt to breakdown the comparison to show the differences in CSU campuses based on the cost of living in the area? My guess would be that campuses in high cost of living areas are having the same problems we have. As for workload, we've had people walk away from the table due to the workload. My final observation is that this report ignores the whole dimension of gay faculty when looking at the issue of diversity."

Senator Peter said, "First, thank you and the Provost for getting those searches out. It is a huge process. My experience with the graduate pools has been that many of them were hired before we even got our searches underway. By getting the searches going earlier it gives us a fighting chance. I wanted to ask you about the trend in the hiring of women over the last few years. I didn't know if there was a trend or not. In 2003, 67% of our hires were women, in 2004 only 57.9% were women, and more recently only 41% were women. Do you have any explanation for why we aren't doing as well as we were years ago?" Senator Merdinger said, "This can change with just a couple of hires, because the numbers are so small. I think we need to see it for a couple more years before we can say it is really a significant trend. One of the things to look at and compare is areas where women have traditionally been under-represented. I think that 39 is a 65% success rate that is not bad."

Senator Van Hooff said, "Since we have a large number of faculty that are foreign-born, what is the process? I am always uneasy about what the hiring rules are." Senator Merdinger said, "We do not know if the person is foreign-born until the job offer. There are a number of regulations that tell us we can't question people about this until the offer is made. Then we can question them about their right to work in the U.S. Our office supports H1B Visa applications for our faculty candidates that are not U.S. citizens. We do not know when people are not U.S. citizens."

## VIII.

### **Policy Committee and University Library Board Action Items. In rotation.**

#### **A. Organization and Government Committee (O&G):**

Senator Hebert presented *AS 1353, Policy Recommendation, Senate Vacancies, Amendment to Bylaw 1.6 (Final Reading)*. Senator McClory presented *AS 1362, Policy Recommendation, Senate Vacancies, Amendment to Bylaw 1.6 (Final Reading) as a substitute to AS 1353*. Senator Van Selst made a friendly amendment to AS 1361 to change "Senator" to "Faculty Representative" in the first line of 1.61. Senator Peter made a motion to return both resolutions to the Organization and Government Committee for them to combine and return to the Senate in the Fall. The Senate voted and the motion passed with 1 nay.

Senator Hebert presented *AS 1357, Policy Recommendation, Academic Assessment Committee (Final Reading)*. **The Senate voted and AS 1357 passed with 3 abstentions.**

Senator Hebert presented *AS 1361, Policy Recommendation, Amendment of Bylaw 10 (Special Agencies) Responsibility to Stagger Faculty-at-Large Terms (First Reading)*. Senator Hebert said, "We received a referral that brought up a problem that arose in a special agency. Some terms for some of the committees, for whatever reason, all seem to be expiring in the same year. The rationale for staggering terms is to have continuity and institutional memory. The Organization and Government Committee (O&G) decided to offer this one amendment. The reason O&G used "appointing body" is because faculty members are placed on special agencies through different agencies. Sometimes the Executive Committee puts them there, and sometimes they are recommended to the President. We felt the best way to approach this was to make it someone else's problem. This policy makes it the responsibility of whoever the appointing person is to make sure that if the terms are to be staggered, they figure out how to make and keep them staggered."

#### **Questions:**

Chair Lessow-Hurley asked, "Is appointive" an actual English word? Perhaps the committee could clarify this in the 2<sup>nd</sup> and 3<sup>rd</sup> whereas clauses." Senator Hebert said, "Bill Gates thought it was."

Senator Van Selst said, "My concern would be that the appointments are done after the elections and not before." Senator Hebert said, "Special agency seats aren't really filled by an election, it's more a selection by the Executive Committee." Senator Backer said,

“Ideally, once you’ve fixed the terms, they should stay fixed. You shouldn’t have to re-stagger them.”





VP Najjar announced that he had some 150th Anniversary lapel pins if anyone wanted one. VP Najjar thanked everyone for thei