

2020-2021 Academic Senate Minutes
February 8, 2021

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

Ex Officio: Del Casino, Wong(Lau), Papazian
None

IV. Communications and Questions –

A. From the Chair of the Senate:

Chair Mathur announced that nominating petitions and seat information for our Senate Elections have been sent to faculty. The deadline to submit a nominating petition is February 19, 2021. If your seat term is up and you are not interested in running for another term, please let the Senate Administrator or Senate Chair know. Please also encourage your colleagues to run for the Senate.

The faculty award committees have been doing their work diligently. They will be submitting their nominations to President Papazian by this coming Wednesday, if they have not already done so.

Vice Provost Anagnos has sent out a message to request campus feedback on the Draft GE Guidelines, please review and provide any comments. C&R will review these feedback and utilize it to update the guidelines.

Chair Mathur reminded the Senate that the Senate Retreat

COVID-related challenges at SJSU. We are waiting for some guidance from the federal government regarding funding for undocumented students as well as international students. These students were not eligible in the last go around. It is not clear that that was the only way to read the statute. We are hoping we will be able to extend some of those dollars to these populations.

Robust negotiations continue in congress right now on a third CARES package. This would be part of President Biden's \$1.9 trillion relief/rescue package. This is looking to be just under \$40 billion nationally which is significantly more than we have seen before. What we are hearing is that we would be expected to receive about 50% of those dollars. What that amount is we don't know yet. These funds would be a direct pass through to our students to provide emergency financial support for them. We have good systems in place and we were able to distribute those funds the first time pretty quickly. We are hoping and pushing hard for our undocumented and international student populations. As we learn more we will get the word out. This would really help us. We were able to use CARES dollars to invest in the faculty workshops over the summer and we are looking at ways to continue to do that to provide support for students. We are also looking at things like ourhops Ae-0.7 0

challenges/concerns for us in order to improve the climate for everyone on campus. This committee is a very large and diverse group, especially excited about the number of students on the committee, seven students. I (President Papazian) appreciate the CDO's leadership in this group. Many thanks to all nominees for their interest. We still keep the list to utilize as individuals rotate off this committee.

The insurrection on the capitol on December 6, 2020 brought challenges to our democracy. This feeds into our work on systemic racism and bias on campus. We will continue to work on this going forward. The committee on Community Safety and Policing is writing its report right now and preparing to submit their recommendations. Once that is done we will review and begin a process of implementing change.

Questions:

Q: Recently there was a newspaper article about how the Athletics Director is under investigation due to complaints from employees about working conditions. Can you share any information about this with us?

A: Sure, we haven't received any notice of an investigation. It's a newspaper article. There is a process in place that we are working through as we begin to open up the campus. There will be many questions around repopulation and what that looks like. This is something we are working through with University Personnel, FD&O, etc. to ensure we have a consistent and equitable approach. That process is underway. We read that, but we haven't actually heard that or gotten any notice from the county. That is where that stands right now. We are in active and deep conversations with the county right now about the vaccine. The county is very interested in using our site as a vaccination site. They like our spaces. We would like to be able to make this service available. It would be a public site for the downtown community. It is a way for us to give back. There are no other vaccination sites downtown. We are just in deep conversations right now, but are optimistic this might happen.

V. Executive Committee Report:

A. Minutes of the Executive Committee:

EC Minutes of November 30, 2020 – No questions

EC Minutes of January 11, 2021 – No questions

EC Minutes of January 25, 2021 – No questions

B. Consent Calendar:

Consent Calendar of February 8, 2021—AVC Marachi amended the consent calendar to add a member to the Campus Planning Board (Junelyn Peoples). There was no dissent to the consent calendar as presented and amended by AVC Marachi.

C. Executive Committee Action Items:

Chair Mathur presented University Policy, S21-1, Time-Limited Amendment of Research Oversight. With the retirement of AVP Stacks in December 2020, it was noted that there were three policies that named the AVP Research as the designated institutional officer for research oversight or as the institutional officer for research misconduct. The Senate Office received a referral to update the three policies from the Vice President of Research and Innovation (VPRI), Mohammad Abousalem, in the last week before the winter break due to AVP Stacks retirement. The Organization and Government Committee Chair, Karthika Sasikumar, worked closely with the VPRI to develop a temporary measure to put into place to ensure continuity in research oversight. The Executive Committee acting on behalf of the Senate was asked to provide coverage temporarily until permanent amendments could be brought to the full Senate by O&G. Those three amendments will be heard later today. It is very rare for the Executive Committee to take 6.3 (por) o vving b(Clf of RSe

appointments be evaluated in both departments separately in unless there is a campus policy, which provides for a joint committee. And, rather than making our dozen or so joint appointments jumped from two different hoops the idea was to create a single committee so they would be treated more or less like everyone else, a committee that would be composed of numbers from both of their departments. In order to do that we needed define what a joint appointment was, and then we secondly needed to set up a simple procedure for creating these joint committees. So, these two policy recommendations have to come separately, one has an amendment to the appointmr18.3 (ent)-11.4 (s)-5.9 ()0.6 (s)-6 (ep)-16.7 (ar)-6.28 (m)10. [(r)sb3 (o)o armtng nt

A motion was made to approve AS 1797. The motion was seconded. The

an amendment that was friendly to the body to change “procedures” in line

faculty for solving the problem in the second Resolved Clause and not something more like the tone of the 3rd Resolved Clause?

A:

Q: On line 37, where it says simultaneous, the unintended consequence of this seems to me that we would have to delay textbook adoption or anything else until it is available in all modalities. I don't think that is what is intended, but I wonder how you take the legal standard?

A: Definitely, we can talk about that, but that is the legal standard. The federal law says it must be simultaneously.

VII. Policy Committee and University Library Board Action Items (In rotation)

A. University Library Board (ULB): No report.

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

C. Instruction and Student Affairs Committee (I&SA):

Senator Sullivan-Green presented ***AS 1802, Policy Recommendation, Amendment A to F20-2, Grading Changes to Support Maximum Flexibility for SJSU Students During the Prolonged COVID-19 Pandemic (Final Reading)***.

The chancellor's office reviewed the work that we did in December and raised concern that we were automatically changing a WU grade to a W grade; they noted that this is not permissible. There were also issue regarding failing grades as related to Academic Integrity concerns. Students have been notified, that if they did receive a failing grade due to an academic integrity violation that the failing grade does still stand and that this policy and F20-2 do not affect those grades.

Q: I had a question regarding changing it to no credit. Will there be a petition process to change the no credit to a W or would that student then be stuck with the no credit for a class?

A: This amendment does not affect the student's ability to request a withdrawal from a class or the Semester, this is just changing the automatic process, but the student still absolutely has the right to petition to take any grades and turn them to an actual withdraw or a W.

Senator Sullivan-Green presented an amendment that was friendly to the body to add another Resolved Clause before the existing Resolved Clause to read, "*Resolved: That F20-2 be amended to remove the language as shown: That SJSU should, so far as is legally possible, convert all WU grades in Fall 2020 to W grades.*" Senator Masegian presented an amendment that was friendly to the body to change the last Resolved Clause to read, "*Resolved: That SJSU should consider, so far as legally possible, converting all grades of Unauthorized Withdrawal (WU) to No Credit (NC) for Spring 2021.*" Senator Van Selst presented an amendment to change line 31 of the last Resolved Clause to add, "*...for Winter and Spring 2021.*" Senator Riley presented an amendment to the Van Selst Amendment to change it to read, "*...for Winter, Spring, and Summer 2021.*" The Senate voted on the Riley Amendment to the Van Selst Amendment and it passed (34-13-1). The Senate voted on the Van

Selst/Riley Amendment and it passed (37-9-0). The Senate voted and AS 1802 passed as amended (45-1 -1).

D. Professional Standards Committee (PS):

Senator Peter presented ***AS 1804, Policy Recommendation, Amendment E to University Policy S15-8, Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards to Enhance Service to Students (First Reading)***.

In 2015, we separated "Service" into its own category for RTP evaluation. It used to be combined with another category and then specified four different descriptions of service. Somewhere we dropped all of the old language about educational equity activities from the previous policy. This will restore educational equity in service to students (both definition and descriptors).

Questions:

Q: When we do a change to the RTP policy, what happens to people currently in the pipeline? Is this a policy that then takes effect for Fall 2021 documents/dossiers? On the implementation side, what does that look like?

A: Under the terms of the CBA you cannot change the criteria and standards while the process is going on. Anything that we might adopt during this year would not be implemented until the beginning of the next RTP cycle.

However, you are correct. Unless we were to adopt some phased in implementation these changes would apply beginning in the fall. Phasing in these changes was appropriate when we had a wholesale revision in 2015. This is relatively limited and opens up options rather than imposing requirements other than that one sentence in baseline. I think it would be pretty hard to argue that faculty documenting they had some service to students would be over the top.

look at something you drafted and consider it in committee.

Q: I think it is a larger issue. I think we need to have conversations with our colleagues beyond the Senate. It almost rests at the question of the social justice mission of the institution. If that is a core value of the institution then I don't know why we would say "some" or "may" in a policy that elevates the question. I think there is an opportunity to have a larger campus conversation about this very question and how it aligns with our overall strategic plan and our ethics for how we want the campus to run. I appreciate the effort and the work.

A: We would appreciate suggestions, which is why this is a first reading and why we asked the administration to chime in. Please send us your ideas.

C: I totally agree with the points just brought up regarding the language and the strength and centrality of closing equity gaps in service. However, there is another important issue for me. There is an implied algorithm about what constitutes the difference between baseline good and excellent. I want to challenge you to think about when we say that if you get appointed to a committee for example, candidates of color or other marginalized candidates have very little control over who appoints them in some ways. I have an assumption that people are working in systemically inequitable situations. I think it is possible for someone to do excellent service within their own department or program that may not stretch to the rest of the university. The standards that differentiate between baseline good and excellent have to have within them some value laden understandings about privilege that go unrecognized. I wouldn't want someone to be punished because they were entThe unprop(dr

was thought that it should parallel the scholarship that is the impact or scope of the service so the baseline was generally considered apart from the department and considered to be the most basic level. The service activities out to the college, or the community, or your professional organizations were considered a higher level of achievement. What I'm hearing is that basic rubric for service is itself problematic.

C: I would like to remind the committee that there is a wealth of activity happening at the university on the staff side trying to address some of the educational equity issues, and it would be nice if that was also listed as a possible way faculty could satisfy their service requirement by working with campus partners on the staff side to try and address these issues. a0.6 (a) pec0.7 (t)-10.7 (

to make our reference to general sections that tend not to have changed over the years. One of the problems with the 2010 policy is that it was filled with quotations from the CBA two or three agreements ago. We have tried to craft

E.

Q: We are in the process of fall planning right now and people are asking about modalities, so up to what point can a modality be changed if we need to?

A: They can be changed all the way up to the first day of classes, and they can be changed as we did in Spring of 2020 in the middle of the semester if need be. We are planning based on what we know today. Things could change in 2 months, 4 months, 6 months. There is absolutely the potential that things will change. We might have to have more online classes, or less online classes. We might have different configurations for using classrooms. This will obviously be driven by health and safety questions. Great question.

C. Associated Students President:

AS President Delgadillo reported that AS is still waiting for the university to approve their AS Board approved budget for 2021-2022. At the end of Fall 2020, the Cesar Chavez Community Action Center was approved by the AS Board of Directors for a universal design renovation at the campus community garden. We will be the first CSU to implement a universal design project on our campus and our community garden. The hope for the universal design concept is to allow the garden to be accessed, understood, and used to the greatest extent possible by all people regardless of their age, size, ability, or disability and more importantly to bring light to the intersectionality of ableism and environmental justice. The universal design project is moving fast with their anticipated completion date by the end of February or early March. The universal design renovation will include an ADA accessible entrance and an open air welcome space, an ADA Ramp, an ADA porta potty, the front half of the garden will be paved for universal design accessibility, there are raised beds, an ADA compliant sink and kitchen, and so much more. AS is very excited about this project. AS election applications are underway and they are due February 26, 2021. If any of you know any student that would be a great fit, please encourage them to apply.

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