

**Executive Committee Minutes
November 29, 2021
via Zoom, 12:00 to 1:30 p.m.**

Present: Alison McKee (Chair), Mary Papazian (President-1:10 p.m.), Anoop Kaur, Brandon White (12:38 p.m.), Julia Curry, Karthika Sasikumar, Kimb Massey, Laura Sullivan-Green, Ravisha Mathur, Vincent Del Casino (12:15 p.m.), Patrick Day, Tabitha Hart, Kathleen Wong(Lau) (12:20 p.m.)

Absent: Charlie Faas, Winifred Schultz-Krohn

Guests: Theresa Davis, Beth Colbert

1. There was no dissent to approval of the consent agenda (Executive Committee Agenda of November 29, 2021, Consent Calendar of November 29, 2021) (14-0-0).

2. Chair McKee announced that the President could not be here today to do the President's Update and this is the last scheduled Executive Committee meeting of the semester. Chair McKee thanked the President for her service to the Executive Committee, the Academic Senate and the University. [Note: President Papazian was able to make the last 20 minutes of the meeting.]

3. Policy Committee Updates:

a. From the Organization and Government Committee (O&G):

O&G will be bringing two policies to the Senate at the December 6, 2021 meeting. Both policies are changes to student seats on the Faculty Diversity and the Budget Advisory Committees. These amendments are a carry-over from last semester and will be brought as final readings.

b. From the Instruction and Student Affairs Committee (I&SA):

Hopefully, we will be finishing up work today on a policy on University Absences. We have been going back and forth with several offices on some information on or policy about was taken out in the last revision. We are noticing that there is a lot of inconsistency across campus as to what faculty do and do not allow for excused absences. Some faculty allow none and others are very flexible. This policy will provide standards to provide some equity for students in the event they need a short-term absence due to limited extenuating circumstances.

Q: Has there been consultation with faculty and students about this?

A: There has been a lot of back and forth with different offices and students about this policy, which is why we have been working on this all semester. The latest consultation had to do with “Personal Instability.” This is what we are calling it and includes things such as when students are having a housing issue, or something SJSU Cares could accommodate. This is the first time there would be a policy on excused absences across the board.

Q: Would you say the results of those conversations has been divergent with multiple points of view?

A: No it’s just about making sure we have the information correct in the policy. We don’t want to open up the door so wide that everything can be considered an excused absence, but on the other hand we want the policy to be functional. We have been working with a lot of offices to make sure the language is appropriate for the circumstances but is also limited. We don’t want students to be able to go to a professor and say, “I’m not going to be in class on such and such date and you need to accommodate me.”

Q: Is there any faculty support for accommodation? For example, about six to seven students have had an emergency in every single class I’ve taught6.7 ()0.6 (don’)-00.6 (ha

A: No, but I will say we know we are walking a fine line including anything related to work. We realize sometimes students have to choose work over their academics, but that is their choice. At some point it is one or the other. This policy is limited to unexpected events and not regular work and it has to be limited to two weeks. The only thing I can think of wouldn't be put in the policy but in faculty guidelines and would advise faculty to make clear to their students what an excused absence is, versus an unexcused absence and what the consequence of an unexcused absence would be. Maybe this could be negotiated in the syllabus or maybe we could provide separate guidelines for faculty. I'm not sure this could go in the policy, but I'll take it back to the committee and we will talk about it.

Q: Thank you Chair Sullivan-Green for your work on this. This is a tough one and you are not going to be able to make everyone happy. If that happens, you've done it wrong. Just one question. Have you looked at other institutions and what they do that have similar populations to ours?

A: I'm pretty sure the subcommittee has done that work. The people on the subcommittee are very diligent and thorough; however, the work was started in Spring 2020 before COVID hit, so things got delayed. I will ask them for a summary of all the work they did so that if need be we can share that information.

c. From the Professional Standards Committee (PS):

[Chair McKee] Chair Schultz-Krohn could not be here today, but there may be a policy coming to the Academic Senate on December 6, 2021 from PS.

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the campus will take swift action such as closing the campus. Right now we are asking everyone to maintain normal operations. The University Police Department (UPD) is coordinating with a number of law enforcement agencies on this.

5. The Executive Committee moved into a Confidential Executive Session to discuss a