

7 **SENATE MANAGEMENT RESOLUTION**
8 **Senate Policy Committee Reorganization**
9

- 10 Amendment to Senate Bylaws -Section 4.1.3.
11 Amendment to Senate Bylaws -Section 4.5.2.1.
12 Amendment to Senate Policy S19-2, Appendix A
13 Amendment to Senate Policy S15-10

14 **Rationale**
15

16 Starting around fall 2022, the Executive Committee of the Academic Senate restarted a
17 conversation concerning senate representation for SJSU staff. In AY22/23, the Organization and
18 Government Committee (hereafter “O&G”) in consultation with the Senate Executive
19 Committee began considering the question of senate expansion to include staff representation
20 in the senate. Given the scope and breadth of the senate expansion question, in spring 2023,
21 O&G proposed a special committee be empaneled to review the prospects of additional senate
22 seats for staff.
23

24 The special Committee on Senate Representation completed their review and analysis of the
25 matter in fall of 2024. The question of additional senate seats for staff (AS 1876 and AS 1877)
26 was submitted to the Academic Senate for a vote. Following the senate vote to support
27 expansion, the proposed changes to the SJSU Constitution and By-laws were submitted to the
28 SJSU faculty for a campus-wide vote in fall of 2024. With SJSU faculty voting in favor of staff
29 representation, O&G became responsible for overseeing amending applicable SJSU By-laws and
30 Constitution.¹
31

32 At the same time that senate expansion was being considered, O&G began exploring challenges
33 associated with the size and complexity of the Instructional and Student Affairs Committee
34 (hereafter “ISA”). Though ISA has been able to discharge its responsibilities to the SJSU
35 community, the size and composition of the committee has been a subject of discussion with
36 the ISA Chair throughout AY 23/24 and AY24/25.
37

¹ [Senate By-law - 4.1.1](#) places overall responsibility for establishing committees and appointing its members to the Senate. Additionally, [SJSU Policy S19-2](#) assigns responsibility to O&G to review and make recommendations regarding charges, functions, creation or abolishment of university and senate committees.

38 With its broad coverage of both instructional affairs and student affairs, ISA has had to expand
39 its membership to encompass experts in a host of areas. In practice this means that referral
40 discussions often fall outside numerous members' expertise and interests. This has led to a
41 decline in engagement and attendance. Currently, ISA is staffed by 20 individuals from faculty,
42 students, and administration.

43
44 Scholarly consideration of committee operation suggests that individual committee members
45 become increasingly ineffective as committee size grows². Empirical research on non-profit
46 organizations suggests that large governing boards “tend to be inefficient and do not contribute
47 positively to governance effectiveness” (Prybil et al., 2008, p. 5).³

48
49 In addition to its size, the volume and variety of referrals ISA receives is overloading the
50 committee’s ability to address referrals as expeditiously as the committee would prefer.
51 The First Reading of AS1888 proposed splitting the ISA committee into two new policy
52 committees. Feedback following the first reading resulted in O&G reconsidering its initial
53 proposal. Rather than split ISA, O&G is proposing to reduce the number of seats on ISA. O&G
54 analysis of the placement of new staff senators continues to support the addition of a staff
55 senator to ISA⁴. Conversations with Chair Sullivan-Green⁵ indicate that both instructional and
56 student matters will remain equally well-served following removal of selected ISA seats.

57
58 O&G proposes to add a staff senator and faculty senator at-large to Curriculum & Research
59 (C&R) and two staff senators added to O&G. Additional faculty senators necessary to maintain
60 the balance of faculty to non-faculty required by Senate By-law 1.5 will be placed on
61 Professional Standards (PS) (2 Faculty senators at-large, preference given to a General Unit
62 senator), and the University Library Board (ULB) (1 Faculty senator at-large).

63
64 O&G continues to propose that the Associate Dean for Undergraduate Studies and the
65 Associate Dean for Graduate Studies, both EXO positions on ISA and not currently granted full
66 voting rights, be granted full voting rights consistent with Senate By-law 4.5.4.⁶

67
68 In consideration of the senate expansion and challenges associated with managing the ISA
69 committee, O&G proposes that it be:

70
71 **RESOLVED** that section 4.1.3.1 be added to the SJSU Academic Senate By-laws as follows:
72

² Karotkin, D., & Paroush, J. (2003). Optimum committee size: Quality-versus-quantity dilemma. *Social Choice and Welfare*, 20(3), 429–441. <https://doi.org/10.1007/s003550200190>

³ Prybil et al. (2008). *Governance in nonprofit community health systems: An initial report on CEO perspectives*. Grant Thornton, LLP. Chicago, IL.

⁴ The role of staff is crucial in supporting students’ personal, academic, and social development. Staff typically perform a range of functions such as student support and counseling, academic advising, student activities and engagement, career services, health and wellness, residence life, crisis management, and leadership development.

⁵ Chair Sullivan-Green has served as ISA Chair since 2017

⁶ <https://www.sjsu.edu/senate/docs/Senate%20Bylaws%202024.pdf>

73 4.1.3.1 In the case of a unit (College of Health and Human Sciences, College of Business,
74 College of Education, College of Engineering, College of Humanities and the Arts, College of
75 Science, College of Social Sciences, and the General Unit) which has an insufficient number of
76 elected representatives to occupy one seat on each of the policy committees, elected
77 representatives from that unit shall be given committee assignment preference by the
78 Committee on Committees and the Senate Executive Committee.

79
80 **RESOLVED** that section 4.1.3.2 be added to the SJSU Academic Senate By-laws as follows:

81
82 4.1.3.2. When assigning elected representatives to the Faculty senator at-large seats on the
83 Professional Standards policy committee, elected representatives from the General Unit shall be
84 given preference. In no instance will a unit from which representatives are elected have more
85 than two representatives on Professional Standards.

86
87 **RESOLVED** that SJSU Academic Senate By-law 4.5.2.1 be amended as follows:

88
89 4.5.2.1 Normally, each policy committee includes representation from each of the units from
90 which faculty representatives are elected. Each of the units from which faculty representatives
91 are elected will be assigned one and only one seat on each policy committee, with one
92 exception: a Faculty Senator at-large seat may be occupied by a senator from a unit already
93 represented on a policy committee consistent with Senate By-law 6.1.

94
95 **RESOLVED** that SJSU Policy S19-2, Appendix A be amended as follows:

96 Instruction and Student Affairs committee Description

97 Charge: Responsible for all matters relating to instruction and to student affairs, including
98 recruitment, admission, retention, academic status, educational equity, rights and
99 responsibilities. The Instruction and Student Affairs Committee may establish task forces in
100 consultation with the Executive Committee of the Academic Senate to address specific matters
101 that are beyond its ability or the ability of the Student Success Committee to address in a
102 reasonable time period.

103 Membership

104 VP, Student Affairs or designee (EXO)

105 SAVP, Enrollment Management or designee (EXO)

106 Associate Dean for Undergraduate Studies (EXO)

107 Associate Dean for Graduate Studies (EXO)

108 1 faculty, College of Business

109 1 faculty, College of Education

110 1 faculty, College of Engineering

111 1 Member, General Unit

112 1 faculty, College of Health and Human Sciences

113 1 faculty, College of Humanities & Arts

114 1 faculty, College of Science

115 1 faculty, College of Social Science

116 1 Staff Senator (preference for SSP staff representative)

117 AS President

118 3 Student Senators (preference for at least one graduate student senator if available), and;

119

120 Organization and Government - Update to charge passed with SM-S19-1. Note: original charge
121 and membership (archived) superseded with the passage of SMS19-1.
122

123 Charge: Considers problems related to and prepares recommendations regarding governance
124 of the University, including revisions of the Senate Constitution and By Laws, and the structure
125 and purview of colleges and departments. This committee is also responsible for reviews and
126 recommendations regarding the charges and functions and creation or abolishment of
127 University and Senate committees along in consultation with the committee on committees
128 where appropriate.
129

130 President's Designee [EXO]
131 1 Faculty, College of Business
132 1 Faculty, College of Education
133 1 Faculty, College of Engineering
134 1 Member, General Unit
135 1 Faculty, College of Health and Human Sciences
136 1 Faculty, College of Humanities & Arts
137 1 Faculty, College of Science
138 1 Faculty, College of Social Science
139 1 Student Senator
140 1 Emeritus Faculty Rep [EXO]
141 2 Staff Senators
142

143 Curriculum and Research – Update to membership passed with SM-S19-1.
144 <http://www.sjsu.edu/senate/docs/SM-S89-3.pdf>
145

146 Charge: Responsible for all matters relating to curriculum and research and for development of
147 an academic master plan.
148

149 Membership
150 AVP, Research [EXO]
151 AVP, GUP [EXO]
152 1 Faculty, College of Business
153 1 Faculty, College of Education
154 1 Faculty, College of Engineering
155 1 Member, General Unit
156 1 Faculty, College of Health and Human Sciences
157 1 Faculty, College of Humanities & Arts
158 1 Faculty, College of Science
159 1 Faculty, College of Social Science
160 1 Student Senator
161 1 Staff Senator
162 1 Faculty senator at-large
163

164 Professional Standards - Update to membership passed with SM-S19-1. Note: original charge
165 and membership (archived) superseded with the passage of SMS19-1.
166

167 Charge: Responsible for all areas pertaining to faculty affairs and professional standards.
168

169 Membership
170 Senior Vice Provost (EXO)

171 1 Faculty, College of Business
172 1 Faculty, College of Education
173 1 Faculty, College of Engineering
174 1 Member, General Unit
175 1 Faculty, College of Health and Human Sciences
176 1 Faculty, College of Humanities & Arts
177 1 Faculty, College of Science
178 1 Faculty, College of Social Science
179 1 Student Senator
180 2 Faculty senators at large
181
182 University Library Board - Update to charge. <http://www.sjsu.edu/senate/docs/S15-10.pdf>
183
184 Charge: The University Library Board advises and assists the Dean of the University Library on
185 matters concerning the academic role of the library. The board serves as liaison between
186 faculty and students and the Library administration, faculty, and staff; examines the
187 relationships between the Library and the general faculty, the various colleges and the
188 programs of the University, for the purpose of recommending improvements in Library services
189 and policy, as well as the stature of the Library. The board recommends ways of assuring the
190 stewardship of the library's various collections of materials in all formats. The board
191 recommends ways of assuring that the library provide an atmosphere appropriate to quiet study
192 and research, collaboration, student academic success, and thoughtful reading. The board
193 widely consults representatives from all groups and disciplines who use the library's resources
194 for curriculum and research, so as to advise the Dean of the University Library on campus
195 needs for the Library's collections and academic services, and receives periodic reports on the
196 library's progress and expenditures toward meeting those needs. Receives reports from the
197 library Dean regarding any issues raised at the King Library Management Team meetings that
198 affect the management of the King Library. The University Library Board may, in cooperation
199 with the library, co-sponsor events within the library that bring members of the university
200 community together with other citizens of the region for discourse on subjects of common
201 scholarly and literary interest. The board conducts periodic reviews of this policy and makes
202 recommendations to the Academic Senate for appropriate revisions.
203
204 Membership:
205
206 Library Dean, ex officio, non-voting
207 Past Chair of the Academic Senate or FAL to the Executive Committee
208 3 regular university library faculty (tenured or tenure-track) who represent different professional
209 specializations.
210 1 faculty, Business
211 1 faculty, Education
212 1 faculty, Engineering
213 1 faculty, Health and Human Sciences
214 1 faculty, Humanities and the Arts
215 1 faculty, Science
216 1 faculty, Social Science
217 1 faculty member from the School of Library and Information Science AS President or designee
218 [EXO]
219 1 undergraduate student
220 1 graduate student
221 1 Faculty senator at-large

222

223

224 **RESOLVED** that SJSU Policy S15-10 be amended as follows:

225 2.6.2.6. One Faculty senator at-large to serve a one year term.

226

227 2.6.2.6 7 Three students recommended by the Associated Students board to the Chair of the
228 Senate's Committee on Committees and apportioned as follows: one undergraduate and one
229 graduate student (voting members); the President of Associated Students or designee ex officio
230 (voting member). The President of Associated Students will serve as long as they hold their
231 office. The other student members will serve one-year terms, provided they remain students in
232 good standing and may be appointed for an additional term or terms.

233

234 **Approved:** March 24, 2025

235

236 **Vote:** 7-0-0 (yea, abstain, nay)

237

238 **Present:** Baur, Buyco, Elahi, Jochim, Joshi, Madura, Pendyala

239

240 **Absent:** Lee, Muñoz-Muñoz

241

242 **Financial impact:**

243 O&G predicts no significant financial impacts from the proposed amendments.

244

245 **Workload impact:**

246 OG forecasts that workload impacts on current ISA members will likely improve. Reducing ISA's
247 size will allow more targeted and efficient execution of committee responsibilities.

248

249 New staff seats will create additional burden for new staff senators. Newly elected staff senators
250 will need the support of their supervisors, SJSU administrators, and the SJSU Senate to
251 collaboratively organize their administrative and senate responsibilities. O&G recommends that
252 campus administrative leaders encourage and support staff participation on the senate and
253 collaboratively work with their staff on innovative approaches to meeting all responsibilities⁷.

⁷ Strategies to discuss might include task automation or AI-assisted work completion, for example.