

SAN JOSE STATE UNIVERSITY ACADEMIC SENATE

2020/2021

Agenda

November 9, 2020, 2:00 pm – 5:00 pm

via Zoom: <https://sjsu.zoom.us/j/94109242225>

If you would like to attend this meeting, please contact the Chair (Ravisha.Mathur@sjsu.edu) or the Senate Administrator (Eva.Joice@sjsu.edu) for the password.

- I. Call to Order and Roll Call:**
- II. Land Acknowledgement:**
- III. Approval of Minutes:**
 - Senate Minutes of October 12, 2020***
 - Senate Minutes of October 26, 2020***
- IV. Communications and Questions:**
 - A. From the Chair of the Senate
 - B. From the President of the University
- V. Executive Committee Report:**
 - A. Minutes of the Executive Committee –
 - EC Minutes of October 5, 2020***
 - EC Minutes of October 19, 2020***
 - B. Consent Calendar –
 - Consent Calendar of November 9, 2020***
 - C. Executive Committee Action Items –
- VI. Unfinished Business:**
- VII. Policy Committee and University Library Board Action Items (In rotation)**
 - A. Instruction and Student Affairs Committee (I&SA)
 - AS 1785, Amendment B to S17-13, Student Honors Policy (Final Reading).***
 - AS 1787, Adding Classes After Advance Registration Policy (First Reading).***
 - B. Professional Standards Committee (PS):
 - C. Organization and Government Committee (O&G):
 - AS 1788, Policy Recommendation, Amendment B to University Policy, S18-15, Alcohol and Drug Abuse Prevention Committee (ADAPC) to Update the Membership of the Committee (Final Reading).***

AS 1789, Senate Management Resolution, Amends SM-F15-4, Modification of the Graduate Studies and Research Committee Membership (Final Reading).

D. University Library Board (ULB):

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

VIII. Special Committee Reports:

IX. New Business:

Time Certain: 3:00pm, Brief Report, Campus Feedback on Revisions to Executive Order CSU General Education Breadth by Chair Mathur and Provost and Senior Vice President Del Casino Jr.

X. State of the University Announcements:

- A. Associated Students President
- B. Vice President for Administration and Finance
- C. Vice President for Student Affairs
- D. Chief Diversity Officer
- E. CSU Faculty Trustee (by standing invitation)
- F. Statewide Academic Senators
- G. Provost

XI. Adjournment

2020-2021 Academic Senate

MINUTES
October 12, 2020

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

Ex Officio: Present: Van Selst, Curry, Rodan, Delgadillo, Mathur Absent: None	CHHS Representatives: Present: Grosvenor, Sen, Smith, Dudley Absent: None
Administrative Representatives: Present: Day, Faas, Del Casino, Wong(Lau), Papazian Absent: None	COB Representatives: Present: Rao, Khavul Absent: None
Deans / AVPs: Present: Lattimer, Ehrman, d'Alarcao, Shillington Absent: None	COED Representatives: Present: Marachi Absent: None
Students: Present: Kaur, Quock, Jimenez, Walker, Chuang, Gomez Absent: None	ENGR Representatives: Present: Sullivan-Green, Saldamli, Okamoto Absent: None
Alumni Representative: Absent: Walters	H&A Representatives: Present: Kitajima, McKee, Khan, Frazier, Taylor, Thompson, Riley Absent: None
Emeritus Representative: Present: McClory	COS Representatives: Present: Cargill, French, White, Maciejewski Absent: None
Honorary Representative: Present: Lessow-Hurley, Buzanski	COSR Representatives: Present: Peter, Hart, Sasikumar, Wilson, Raman Absent: None
General Unit Representatives: Present: Masegian, Monday, Lee, Yang, Higgins Absent: None	

II. Land Acknowledgement: Chair Mathur noted the importance and value of a land acknowledgement and also recognized today as “Indigenous People’s Day”. Senator Sen read the Land Acknowledgement.

III. Approval of Academic Senate Minutes–
 The minutes of September 14, 2020 were approved (43-0-1).

IV. Communications and Questions –
A. From the Chair of the Senate:
 This meeting will be recorded for purposes of transcribing the minutes. Only the Senate Administrator and Chair Mathur will have access to it.

Be sure that your full name is shown in your participant listing. Use the chat window for communication. Please ensure you mute when not speaking. If you are having bandwidth issues, please consider stopping your video. Type SL into chat if you have a question or an amendment. If we are in debate, please type SL-Amendment or SL-Debate for the speaker's list. Wait until the senate chair calls on you. Do not post your questions in the chat unless requested. We will vote using the polling feature, only vote if you are a senator. Please note that the Chair can see your private chats in the chat feature.

Chair Mathur reminded Senators that the announcement had gone out regarding the four faculty awards. The deadline for nominations is November 2, 2020. In addition, the call for nominations for the Wang Family Excellence Award has also went out and the deadline is October 28, 2020. Finally, the call for nominations for the Faculty Trustee on the Board of Trustees has also been distributed with a deadline of November 20, 2020.

Chair Mathur gave kudos to Senator Anoop Kaur for being recognized at the 23rd Asian Pacific American Leadership Institute (APALI) Gala for her leadership this summer as a mentor intern in their Summer Leadership Program. If you have additional kudos for other senators, please send them to Chair Mathur. The chair provided thanks and gratitude to all (faculty, students, staff, and administrators) to ensure that the campus makes progress; working with one another and helping one another.

B. From the President:

President Papazian acknowledged "Indigenous People's Day" and noted the key value of recognizing the day itself.

President Papazian commented on the amount of work being done this year looking at systemic racism and inequities embedded into our system. Jahmal Williams was just hired in the President's Office to be our first Director of Advocacy and Racial Justice. Jahmal begins at the end of October and will be joining the Community Relations team. He will be working with local organizations and intersecting SJSU with their work.

There is another position in the CDO's Office and the president will let the CDO speak to that position. In addition, Walt Jacobs is working in the Provost Office as a special advisor and we will be building a space for all of these issues to come to the floor at the university.

President Papazian announced the launch of the Taskforce on Community Safety and Policing led by VP Patrick Day and Edith Kinney. They have already had their first meeting and are well underway. They will be reaching out to a variety of constituent groups on campus.

The President is committed to listening to all the recommendations these groups make and the goal is to create an environment all faculty, staff, and students can thrive in at the end of the day.

Tomorrow is the first of two town hall meetings and another one will be held next week to update the campus community on where we are regarding the Adapt Plan. It is likely that the county will be moving from red to orange tomorrow. Purple is the most restrictive, then Red, then Orange, and then Yellow. Orange will open up a little bit more for us. However, with winter coming there is always the fear we could return back to red.

The President acknowledged the work of the faculty and staff and expressed her appreciation. The stress is real and we know the challenges that many are experiencing, especially our students. Without having a recovery package out of Washington, that has implications for particularly for our students and their families.

VP Faas will be giving the Senate a budget presentation on October 26, 2020. However, the President commented that they have been working very hard to ensure we did not have any layoffs this year. It has taken an entire campus effort to do that. Enrollment is stable and the goal now is to finish up this semester and to be sure to support students to make academic progress so that we can deliver on our mission.

We are undergoing our first ever Economic and Social Impact Study to see what our impact is on the city of San José and the state. We expect to get a preliminary report from the consultants on this by the end of next month, and we've asked them to also include the impact of our alumni. We hope to have something to share by the end of the fall 2020.

The results of the Campus Climate Survey will be out very soon. The CDO will speak to this survey later. This is another survey that is very important to us. We started this prior to COVID, but finished after the start of COVID. It will be interesting to see how that plays out in the survey. The President is committed to implementing the recommendations that come out of this survey.

We are doing our second year of staff awards. The President encouraged faculty and administrators to nominate staff for these awards. We do not always do a good job of recognizing the staff.

Questions:

Q: On Saturday night our students organized a protest and vigil for Gregory Johnson Jr. Were you aware of this and are you doing anything to address their concerns about Gregory's case?

A: Yes, I was aware of it. The president was aware this was an off campus march that was centered near city hall. In cases like this there are things you can and can't say, and there are many things the president cannot speak to right now. However, the President has had conversations with our African-American students and what she can say is that they have looked at all elements of this and wherever it was appropriate to take the next step they have done so. This was a case that was looked at by the District Attorney and even the FBI at the time. For those of you who may not be aware, this was a 2009 incident that occurred. Where it is appropriate to take action, we will. However, at this point we see this a protection of people's first amendment rights.

Q: If congress passes a stimulus bill before the end of the year, how do you see that affecting our budget for next year? My second question has to do with using the Humboldt Football Field. It is my understanding this is costing us \$160,000. Is that money coming from the general fund?

A: A stimulus package could only help us and improve our financial situation. Depending on how that stimulus package is written, it also had funding for states and institutions. On the football team, we have athletic donors who were willing to help us with that funding. Ideally the funds will come out of Athletics. We do not plan on using general funds for this.

Q: Humboldt has a higher rate of COVID-19 patients, so how are we ensuring our students will be safe?

A: Humboldt was Orange when we were Red. The bottom line is that the student athletes are in a bubble within a bubble. Our athletes were tested several times before they left, and are tested several times a week since they have gotten there. They are all well. Humboldt is a closed campus and they have had no incidents there. However, if Santa Clara County moves to Orange tomorrow, our athletes would be coming back.

Q: Can you comment on the shift of the Title IX Office?

A: The CDO and I have had a number of discussions with Jaye about the best reporting line for Title IX. We decided looking at the workload in the CDO's office that this was best situated under the Chief of Staff.

C: I understand the issues, but when it was under the CDO it felt like there was a distance from the President's Office, even though the CDO does fall under the CDO. This move is may make some people very uncomfortable about reporting.

A: It really is the same reporting structure. However, the Title IX Office won't even be located where the President's Office is. It will be located in the Administration Building. It is that same reporting structure. The education piece will remain in the CDO's office and we have strengthened the Title IX office so that it can be moved. There are really clear protocols coming out of the Chancellor's Office to protect people and we are complying with all of those.

V. Executive Committee Report:

A. Minutes of the Executive Committee:

EC Minutes of August 31, 2020 – No questions

EC Minutes of September 21, 2020 – No questions

B. Consent Calendar:

Consent Calendar of October 12, 2020—The consent calendar was approved as amended by AVC Marachi.

C. Executive Committee Action Items:

Senator Curry and Professor (and Past Senate Chair) Annette Nellen presented ***AS 1786, Sense of the Senate Resolution, Honoring SJSU History: 150 Years in San José to be Celebrated October 20, 2020 as “Heritage Day” (Final Reading). The Senate voted and AS 1786 passed as written (45-0-1).***

Senator McKee presented a **motion to suspend standing rule 7A** to allow the *State of the University Announcements* to be heard prior to the *Policy Committee and the ULB Action Items*. **The Senate voted and the motion was approved with more than a 2/3rds vote (41-5-2).**

VI. State of the University Announcements:

A. Vice President for Student Affairs (VPSA):

VP Day announced that enrollment remains strong. However, our enrollment has changed. There are more California residents, and less International students. As we look toward spring 2021, our applicants are up 102% for frosh students and 17% for transfer students. In terms of overall enrollment, we certainly need to see how many of our students continue from the fall to the spring. Both our International and Graduate students are down in terms of enrollment. The steering committee that VP Day has been working with has a series of recommendations that they will be bringing to the cabinet, and eventually the Senate, regarding the future of enrollment.

VP Day is co-chairing the Taskforce on Community Safety and Policing with Edith Kinney. That group is going to be engaging with the Executive Committee of the Senate as well as hosting at least one public meeting.

VP Day and the CDO are working with a large cross-sectional group that is doing planning for the elections. It is likely that not all issues will be resolved on the day of the election and there may be safety issues and lots of emotions and feelings afterwards. They will be looking at how to prepare for the night of the election and even as far out as several weeks after the election.

Questions:

Q: It is my understanding that if you apply to one impacted program at SJSU, the system locks you out from applying to any other impacted programs. Is this true and is there logic behind this?

A: I don't know the answer to that. It is a wonderful question. I'll try and get the answer if I can before this meeting is over.

Q: I believe this had to do with Computer Science and Engineering. If you applied to one then you couldn't apply to the other.

A: I will follow up.

Q: You mentioned there was a drop in International students. Can you comment on how much? Also, is the university doing anything to try and influence policy on international students?

A: Pretty substantial drop, but not unlike other campuses. As you may know, we have one of the largest international student populations in the CSU. That has fairly significant issues for us when you start seeing the kind of drops that we are seeing. Our International applications are down 31% for spring 2021. There are a couple of issues we have to wrestle with. One is what can we realistically expect in terms of the number of International students that come to the campus? There have been drops in International students long before COVID-19. We also won't know a lot more about this until after the election when we see what our International policies are going to be and whether people can get VISAs. There are also serious concerns about safety. We have some advantage based on location.

[VP Faas] We are about 500 students down in terms of International students and that is approximately the \$8 to \$10 million range. The Provost, VP Faas and others have been working with the International House to ensure they continue to promote excellence in International studies both in the students we send overseas and the students who come here. For the past few years, these numbers have been dropping due to political policies. We were at a high of 13% to 14% with a target of 15%. Right now, we are at the 9% to 10% range.

[Provost] When you hear about the drops in graduates and International students, much of that is combined. Part of that has to do with the fact that people come to work, but if they can't get an internship then there isn't a lot of reason to enroll. We are looking at having hybrid classes this spring so that first time VISA entering people can legally be in the country when they are evaluated by Homeland Security. You have to have at least one class with some face-to-face instruction and it will be legitimate class. We are looking at that. Software Engineering and Computer Science get hammered pretty good. There isn't much we can do about the political policies unless there is a change in the administration.

Q: Concerning the graduate drops are there specific departments where those drops in applicants are occurring, because in Social Work we have not seen those kinds of drops?

A: Where we are seeing it is in Computer Science and Engineering areas. Keep in mind this is 20% of our campus. What we are not seeing is a precipitous decline in other areas. However, we have seen a softening in our frosh students over the last couple of years, and when I say soften I mean not as robust. Our future will likely be more about transfer students than about frosh what with the possibility of free community college. Our balance will probably shift more towards transfer students. We are also anticipating a population decline inside of five years here in terms of traditional aged students.

[Dean d'Alarcao] The decrease in graduate applications is largely due to the International issues and policies. The other point is that we did defer the enrollment of some students from the fall to next spring. We are hopeful that these students may be able to come in the spring. Although, applications for spring enrollment are down, admits are up because deferred students count as being admitted. However, we will see if they get to come. That depends on federal policy.

Q: Can you speak to the programming and outreach that is being done with students regarding the upcoming elections?

A: We are looking at ways we can setup virtual meetups. We are looking at residence hall engagements that will still be primarily virtual as well as virtual meetings for staff and faculty. Making sure that people feel stay safe, but also ensuring that we are supporting all after the election.

Q: Is there any discussion in the CSU about making the temporary suspension of SATs and ACTs permanent like the UC has done? This is important in addressing structural inequalities.

A: In my last council meeting with other VPSAs, this conversation was very much on the table. I'm not sure the UC has made that permanent yet. The Chancellor had asked about creating a working group. It is an open question right now. My read on it is that there is lots of support for making a recommendation not to do it. [Provost] I was shocked when someone suggested the CSU create their own exams. That was shutdown very quickly.

Q: I think I misunderstood. You said undergraduate applications were up by how much?

A: For spring 2021, applications for frosh are up 102% and for transfers 17%. In real numbers that means we have 198 frosh applications this year vs. 98 applications last year. We had 3,257 transfer applications this year vs. 2,781 transfer applications last year. We did extend the deadline due to the fires.

Q: Given the drops we have had in graduate students, are we doing any kind of outreach to our graduating seniors to encourage them to stay and get a master's degree here?

A: That is a great idea. I'm going to yield to Dean d'Alarcao on that question. [Dean d'Alarcao] That is a great question. There are two things we are doing that could make a difference. One thing is partnering with Deanna Peck in doing workshops for current undergraduate students that talk about the process of going to graduate school. The other thing is that we now have a policy that allows us to do 4+1 programs. Which is an appealing option for some undergraduates that want to get a Master's degree in an accelerated time frame. Many departments are working on developing those programs with hopes of launching them next fall 2021.

A: Mode of delivery is something we really need to consider for these programs. Something for faculty to discuss, different ways to offer their programs.

B. Chief Diversity Officer:

The search committee for the Director of Black and African-American Equity just interviewed their last candidate today. The search committee hopes to make a hire very soon.

The CDO has been working with Interim Vice Provost for Faculty Success, Magdalena Barrera on RTP candidate training as well mandatory committee training for RTP committee members. This training included a lot of concrete information on how bias and attribution error enters into different ways in which we evaluate candidates and their materials in particular. And there's actually a lot of discussion in it and the social psychological theories that really contribute to making errors in and just the type of things we're talking about in terms of external reviews and other things and minor types of research, etc. There is a lot of positive feedback.

VP Patrick Day, the CDO, and Jen Malutta from Government Relations are chairing an election response committee to support the entire campus community. The committee meets every week and will continue to do so after the elections for 3 to 4 weeks.

The structure of the Campus Committee on Diversity, Equity and Inclusion is being vetted with many different groups across campus.

Rankin and Associates will present the results of The Campus Climate Survey at two Town Hall meetings on November 12, 2020 and November 13, 2020 from 1:00 p.m. to 3:30 p.m. There will be a full discussion of the results and then a question and answer session.

The CDO continues to do in-depth training with various units across campus to understand equity issues as they are putting together their strategic plans for equity. Doing some basic training and then some more advanced training in understanding these issues and looking forward to hiring the new trainer.

C. Faculty Trustee:

Trustee Sabalius announced he would like to speak about the new chancellor, AB 1460, the budget, and the faculty trustee position.

Our new Chancellor is Joseph Castro who is the current president of Fresno. He will be the first Chancellor of the CSU who was born in California. He is the first Chancellor of Mexican-American heritage and a first generation student. Both Chancellor White and Chancellor Castro have a long history with California. Chancellor White went to a California Community College, then the CSU Fresno, and ultimately to UC Berkeley. Chancellor Castro has worked extensively in the UC system before becoming the President of Fresno, where he has been for the past seven years. The BOT anticipates a continuation of Chancellor White's course by Chancellor Castro. They are similar in thought. All of the finalists for Chancellor were very capable and it was a very diverse pool.

After the trustees changed Title 5 to meet the Ethnic Studies and Social Justice requirement in July, AB 1460 passed and was signed into law by the governor. The BOT are now working on bringing Title 5 into alignment with AB 1460. Again, the BOT do not deal with curricular issues. The BOT just sets the framework for the Executive Order that will affect the Ethnic Studies requirement. All the BOT will do in November is cutout social justice from the title of the required course. Then it is up to the Chancellor's Office, the ASCSU, and the Council of Ethnic Studies to coordinate and engage in shared governance to come up with the student learning objectives and outcomes, and to discuss to what degree campus practices and included courses will be followed.

The budget proposal from the Chancellor's Office was presented to the BOT in the September meeting. As in previous years, Trustee Sabalius was not satisfied with the budget and made many requests for changes. In short, what Trustee Sabalius asked the BOT to do was request the legislators fund us adequately so we can avoid furloughs. Trustee Sabalius also asked for funding for the implementation of AB 1460, since it was given to us as an unfunded mandate and it will cost approximately \$16 million. Trustee Sabalius also asked for money to train our faculty in online instruction not just for COVID-19, but also should there be campus closures due to wildfires, earthquakes, or other emergencies. Trustee Sabalius is not naïve and is aware of the budget situation next year, but if we do not ask for what we really need in our budget we will never get it. The request is also an instrument of communication to the public about what our needs are and what our priorities

are to fulfill mission. It is important to communicate clearly to the legislators exactly what we need.

The announcement for the next term as faculty trustee has went out to campuses. Trustee Sabalius remains very committed to the job of faculty trustee. He has decided to run for Faculty Trustee for another term and hopes for the support of faculty. In the next couple of weeks, he will send out the nomination petition for faculty signatures. You can also email

Questions:

Q: The new chancellor is getting a \$650,000 salary and an additional \$107,000 for transportation and housing. He is making more than the President of the U.S. and Governor Newsom combined. At this time, with budget cuts, lower state revenues, layoffs, furloughs, what was the rationale behind this?

A: The compensation for the Chancellor, Vice Chancellor, and the campus Presidents is discussed in closed session by the BOT and Trustee Sabalius cannot speak to it. However, you can draw your own conclusions if you look at the salary of the Presidents in the UC, which are equivalent to our chancellor position. That salary is roughly \$850,000. The most recently hired CSU campus presidents were getting salaries that were encroaching upon the chancellor's salary. The BOT wanted to make a distinction between the salaries of the presidents and that of the chancellor. It isn't fair to compare the chancellor's salary to that of the President of the United States and Governor Newsom since the legislature is notoriously underpaid and the President has even forfeited his salary, nor would it be fair to compare that salary to CEOs of major corporations where that salary would be woefully lacking.

D. Statewide Academic Senators:

This month Senator Curry is reporting for her and on behalf of her fellow CSU Statewide Senators, Senator Van Selst and Senator Rodan. They serve on the ASCSU Academic Affairs, Faculty Affairs, and Academic Preparation and Educational Programs Committees. Senator Van Selst also serves as Chair of GEAC.

All three of the CSU Statewide Senators met in committees last week and discussed different aspects of the Ethnic Studies graduation requirement, AB 1460, and the draft Executive Order. Your input is needed on the draft Executive Order by November 2, 2020. There will be an earlier deadline to the committee on campus who will be gathering information. This week there will be a meeting of the Council on Ethnic Studies Steering Committee regarding collaboration and implementation of the new set of competencies that were submitted to the Chancellor's Office. On our campus we have been meeting as a subcommittee of the Senate Executive Committee including various members of the Senate. On October 2, 2020, the subcommittee met

with Ethnic Studies faculty to work on a common path forward towards implementation.

The Academic Affairs, Faculty Affairs, and Academic Preparation and Educational Programs Committees have also been working on resolutions for the November plenary. Some of these resolutions include work overload, support for faculty-student research (as linked to reassignment time), and early exit discussions. We have a return resolution that has to do with lecture faculty representatives dedicated for the ASCSU that is being developed. This is the third time it will come back to the Senate.

Another important item from Senator Rodan who serves on Academic Affairs has to do with the changes to Ethnic Studies core competencies and suggested feedback for EO 1100. From APAP and GEAC, Senator Van Selst will send you a written copy of his report and items that GEAC is working on. The articulation officer concerns about the potential implementation process and the timelines for the Fall 2021 catalog were of vital importance as well as concerns about building sufficient capacity in instruction to meet the new requirements.

The issues that will continue into November include concerns from the CSU about pass through, articulation, and new laws requiring community college credit by evaluation to be transcribed as coursework, feedback on the Ethnic Studies draft Executive Order, and credit by evaluation processes and policies. Lastly from APEC, Senator Van Selst reports that the committee is working on a resolution for Associates Degrees for transfer students and the need for version control to allow the receiving CSU to know what Associates Degree transfer version the student took, what courses can be relied on as guaranteed present.

Another resolution in the works would identify which version of the CSU's GE is to be certified. Two additional points include continued monitoring of EO 1100 and EO 1110, and teacher recruitment and retention, retirement in the face of COVID-19.

E. Provost:

As was mentioned at the last meeting, we have launched a number of tenure/tenure-track hires. We have also launched two key leadership searches in the Provost Office. One is for the Dean of the MLK Library and three of four candidates have come through and another is scheduled tomorrow. Those open forums are available for people to view. You may also complete the survey until Friday. We have a search for the Vice Provost for Institutional Effectiveness and Analytics that we did not move forward with last year and are now moving forward with as well. The search committee has a list of about 10 candidates they are looking at and candidates will be brought to campus in November.

We are partnering with a non-profit called the Op Ed project which launched the Public Voices fellowship this fall. That is going really well. You are going to find a lot of outstanding commentary in some amazing newspapers and magazines by our colleagues and the faculty. SJSU has always been a great place to find experts in a field, but it is happening at an even greater level now.

The first four faculty interviews have been done for the Provost's podcast that will launch next week. The title of the podcast is, *The Accidental Geographer*. The Provost hopes to do five or six of these interviews each semester and to interview faculty from every college. There are so many amazing colleagues on this campus.

We have just received some statements from people who want to be on a taskforce to look at Honors Education on campus.

We are also working on AB 1460. There is a survey that will go out to collect information. This is really a faculty issue so this is going to be a lot of conversation. Our campus has been a leader in this process, but we will end up with some really good outcomes from this process. We need to report back to the Chancellor's Office by November 2, 2020.

Questions:

C: It is surprising that the Chancellor's Office has asked for so much input around AB 1460 from the campuses, there is a genuine concern to get this campus feedback. We should encourage everyone to get involved and complete this survey.

F. Associated Students President:

Happy Indigenous Peoples Day.

AS will host a safe place for students after the November elections, dates and times will be determined soon.

The AS Events Team and the Cesar Chavez Community Action Center are offering student engagement programs which include events, trainings, and student leadership programs.

AS allocated \$70,000 for scholarships for spring and they reached their goal for applicants.

AS is waiting for approval of their occupancy permit to move into the AS House again.
AS is still waiting on approval of their budget from the President's Office.

The AS president wants to acknowledge the event that happened on October 10, 2020 for students who gathered to acknowledge the death of Gregory Johnson, an SJSU student. Please look into this student's story. When we talk about anti-Black racism, graduation initiatives, and student success, we should keep in mind stories of student like Gregory Johnson.

G. Vice President for Administration and Finance:

There is a new group called the *Campus Mobility Group* that is mapping out where people are going on campus, how they are getting around on the campus, what classes are being held on campus, where are potential places COVID could spread, the volume of people on the campus, things we could be doing such as air filtration systems, function and using research space. The group is comprised of faculty and administrators such as Tracy Ferdolage and Dean Ehrman. Glad that our faculty trustee is advocating for more money, appreciate that advocacy.

The University Budget presentation to the Senate is on October 26, 2020.

Questions:

Q: Are any departments receiving less funding than normal as a consequence of the deficit and if so, how are those departments adjusting?

A: Research is the only department getting more money. Every other department and division is getting less money. That said, we are doing everything we said we would do in transformation 2030. Last year we hired 60 faculty members and this year we are hiring 60 to 70 faculty members. We are continuing to fund all the student success initiatives with student advising. The average student load is up from 12 to 13+ units. We are saving salaries by not hiring non-critical positions. We are refinancing debt to lower rates. We went from 4% to 1.8% interest on our loans. There will be a longer presentation at the Senate budget meeting.

Q: What is the difference between the Campus Master Plan Advisory Committee and the Campus Planning Board?

A: They both have different unique roles. The Campus Planning Board meets monthly throughout the year and handles day-to-day campus issues. The Campus Master Plan Advisory Committee meets about once every 20 years and maps out the long term vision of the campus consistent again with Transformation 2030, where we are looking for growth in terms of students in terms of teaching. Once you get those types of pillars then you can look at what we need to do around here, whether in facilities and resources and land in different areas so that we can support the faculty and students.

Q: There used to be ballot drop off boxes scattered around campus, will there be any this season?

A: I'm sure there will be, but they may not be out yet. We are going to have two voting centers. One will be at MLK Library and one at the Hammer Theatre. I'll let you know where the drop off places are going to be.

Q: In homes that are vacant for a little while, where the toilets haven't been flushed and the water hasn't been turned on, there can be a lot of damage from lack of use. All of our water fountains are off and only some of the toilets are being used, so how long can these sit before they show damage?

A: Our Environmental Health and Safety (EH&S) team is on campus every day and they are out there monitoring the air and water quality. They test the water around campus on a regular basis, and make sure the toilets are flushed, etc. By no means is the campus closed. There aren't a lot of people here or activity here, but we continue to ensure that maintenance activities get done. In some cases, we are accelerating work, because we can get more done without people on the campus.

Q: We are a cogeneration entity and I'm wondering if we are selling electricity back to PG&E and if the campus gets that revenue?

A: We are not 100% with our cogeneration, we are only 70%. We still have to use PG&E, but are saving some money.

Q: How much are we saving?

A: I'll check and get back to you.

VII. Unfinished Business: None.

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

A. Organization and Government Committee (O&G): None

B. University Library Board (ULB): None

C. Curriculum and Research Committee: None

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

Senator Sullivan-Green presented ***AS 1785, Policy Recommendation, Amendment B to University Policy S17-13, Undergraduate Student Honors at SJSU (First Reading)***.

I&SA is proposing to amend section 3.0 in University Policy S17-13 to refer to honors in the major as opposed to departmental major honors. This will allow departments to have multiple honors tracks within each of their programs.

Questions:

Q: There is a requirement that there be separate coursework as part of the honors sequence, so presumably all those other requirements stay the same. There is also a limit as far as the percentage of students in a program that

could receive honors. I assume this would exclude a department from having a “honors track” as a concentration or program?

A: Everything is the same whether we call this departmental major honors or honors in the major. It just allows for a department to have two honors tracks or as many honors tracks as they have degrees within there. There is still the expectation that honors in the major be based on specified coursework that leads to the honors designation. There would just be different tracks for different degree programs as opposed to the department.

Q: Was there any discussion about possible drawbacks to this proposal in the committee?

A: No, the subcommittee who did the work they did not share any speedbumps. The only thing that was questioned was whether there were any graduate programs that had honors programs that would then be encompassed within and we determined that with CGS there aren't any honors tracks in them. This is specifically related to undergraduate education.

C: In Humanities, we have three separate BA programs. The three do not share curriculum so all of our students were prevented from participating in this, because it said department honors and not major honors. We have three majors and each of those majors can comply with the rest of the policy, but this means the creative arts majors, humanities majors, and liberal studies teacher prep majors, all of whom have very different curriculum, can participate like other students.

C: I actually helped to bring this policy together when I was sent a chair in the 1990s, and there was originally an independent department honors policy that was even older. We just merged it virtually unchanged. I am positive that this is simply an oversight or it goes back to an era when there were virtually no distinctions between a major in a department. Or if there were. no one had department honors in many departments. I think even to this day have not applied for the privilege of having department honors. So, I think this is an issue that came up recently and I think this is a slam dunk.

E. Professional Standards Committee (PS):

Senator Peter presented ***Amendment D to University Policy S15-8, Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards to Provide Guidance during External Reviews (First Reading)***.

This is a first reading which is designed to promote discussion and conversation. Professional Standards wanted to find a way to provide encouragement and structure for faculty who have non-traditional scholarship that means scholarship that isn't always peer reviewed. The committee has received some feedback from some groups already.

Questions:

Q: Has the committee considered, for candidates who have went through the review process where an external review was used but was not part of the

guidelines, producing a recommendation for the department to incorporate such guidelines? Consider a long-term change to department guidelines? Guidelines to consider what was the reviewer's basis, where were they coming from?

A: Fewer than half of our departments have guidelines.

Q: In line 60 it refers to an institution "similar" to SJSU. What does similar refer to? What is the intention of that sentence?

A: It comes from a conversation I had with the Provost. I interpreted it to mean that we want people who are reviewing and interpreting our scholarship to understand the kinds of resources and mission of SJSU. Yes, it is ambiguous so I'd be happy to have some language that is more precise.

C: [Provost] Thanks to PS for taking this up. We might not need to do this in policy, we might do this in implementation. The question is do faculty want any parameters around external review? Provost Del Casino was at a university that did external reviews and there was a candidate who had a small amount of work, but when the external reviews came back it turned out that the work he did was the most significant research in that field in the last 25 years. It was very hard to turn that person down for tenure based on that quantitative measure. There is a potential for implicit bias in our review system particularly in multi-disciplinary departments. We might need to evaluate any kind of research including peer review, but need to provide contextualization at SJSU.

Q: How would a candidate know when to ask for an external review? Is it up to the department?

A: The existing language just says a candidate can request an external review. Without giving some kind of guidance people don't know. Some faculty come from departments where it isn't traditional to ask, so if they ask no one knows how to handle it. Consequently, there are faculty that do a lot of research that isn't peer reviewed. They don't get much credit for it, because they don't know to ask to have it sent out for review by disciplinary peers. This is particularly true for emerging fields where we are having a hiring push. One way or the other, we have to do a better job of helping to set up these faculty members. The question is how do we do this without panicking everyone else who does peer reviewed work and convincing them that now they are going to be expected to send their portfolios out as do R1 institutions. It is kind of the third rail of RTP. Every time external review has been mentioned in previous years when we have looked at it at SJSU, it has inspired fear. It is a very ticklish thing to do and we need your help.

Q: Provost Del Casino mentioned Op Ed pieces and in my college Op Ed pieces are not even considered part of research and scholarship. It has to be part of implementation for people to understand.

A: There was an RTP case of a faculty member who had several very thoughtful Op Eds about political reform and also met with a legislative body to testify and follow-up on the Op Eds. These Op Eds and the testimony of

this faculty member were solicited only because of this faculty member's particular expertise. This faculty member sent the Op Eds and testimony to an external reviewer. The reviewer wrote an evaluation of how it fit within the discipline and that took unpublished and non-peer reviewed material and gave it a review by a scholar in the field that was helpful to RTP committees and decision-makers as they were going to evaluate the significance and weight of that work. That is a model we ought to be repeating especially at SJSU.

C: [Provost] This is part of the value of department policies, which is to sketch out what the expectations are for your colleagues. Just because we use external reviews doesn't mean it is the only parameter we might use to tenure someone. Having done this at Long Beach when I was a chair, we came out with variations of what we thought was appropriate. I understand the nervousness of people, although I don't particularly get it when 95% of people get tenure. I don't think there has been enough discussion at the local level about some of the expectations people have. When faculty interview our expectations should be part of the process. There is nothing wrong with having expectations and saying we demand a variation of kinds of things.

C: I echo the comments about line 60 about what is considered "similar." Often from some of our cutting edge scholars in areas like pedagogy or the research on how to decolonize a STEM discipline and many do come from R1 institutions. Also, there may be entire centers like at Indiana University that look at STEM and pedagogy and even like Ethnic Studies who could evaluate the work and who come from external agencies and not from R1s.

Q: My question is about the timeline. My assumption is that in the RTP process that which is submitted is what is evaluated, so you can't pedagogy on the submission? I just want to make sure you are not trying to change that?

A: No. In one draft we required that the nominations occur three months before, but we took that out as being too procedural. However, it is true. If you want to have your work externally reviewed, you have to plan well in advance.

C: I think you could take out this whole section whenever it refers external reviewers and just replace it with collaborators? Our department strongly encourages collaboration and encourages the candidate to produce evidence and documentation from the collaborator on the role of the candidate and the role of the collaborator.

A: The committee will consider.

Q: I agree with the comments the Provost has made. I don't see this as something to be afraid of. We can exclude external letters today and we will still be able to exclude external letters in the future, is this correct?

A: Yes.

C: So what changes is that the department can now request an external review on your behalf. There are two paths now that exist. I don't think this

should be restricted to unpublished and public scholarship. It is helpful to people with published scholarship that are not necessarily in the field and able to be evaluated, moreover it may also be helpful in identifying false positives. This is the risk the candidate takes if they request it. I also agree with Senator Wong(Lau) about changing the language regarding “similar” institution in line 60. I believe the language that is usually used is “peer aspirational institution.” There are also all sorts of issues that can come up procedurally. We have a very transparent process where the candidate is allowed to see a lot of the process, so that all needs to be worked out. I had experience working on one of these in an R1 institution. My final comment is that timeline issues come up. Our process takes a long time. The timeline should not be a restriction. Many institutions request the external review in August and finish the process in March or April so I don’t think that should be a deterrent. Our timeline is so long we should be able to get this done.

C: [Papazian] This is way too complicated. The language should be simplified tremendously. It seems as if we are trying to account for every possible iteration that could happen. I have been at five institutions none of which were R1s and all of which required some version of external review. This is not an R1 issue. There is this perception that our faculty are somehow less than faculty at other places and external peer review is to be feared. Our faculty are extraordinary and every bit as good as other reviewers. We are under selling our faculty. What matters is the quality. I do not see this as false positives. What is relevant is the trajectory, the collection and the constellation of work. For every reviewer, and every letter that goes out there asked not to make that evaluation, that’s not their evaluation to make. There are contexts here based on teaching load and other obligations and values and the like (not relevant whether they say they should get tenure, what is relevant is the evaluation of the work). Often peer reviewed can make a difference. I would not fear this so much. It worries me that our faculty are afraid. There is no reason someone forging a new way shouldn’t be recognized for it. Don’t over complicate this. It just makes it harder to help faculty.

A: Thank you. However, it is complicated for the faculty though, it is politically.

C: [Papazian] I think what I’m trying to say is the policy can be simpler instead of writing all the implementation in the policy. I think there is value in clarity amongst the departments. Good work holds up. It is exciting to see that and see it recognized by colleagues.

C: [Provost] You want to get to yes, and to support people through their career. What I have noticed in our processes are some biases. If you’ve been through peer review and have been published in a journal then you are right, some of the best people have reviewed you. The problem is sometimes people don’t understand that process, or that journal, or don’t understand how spoken word could be peer reviewed. People just don’t get it. External review often frames that for people. How I’ve framed it in the past is, “I do this kind of

work, and in this work this is how this body of literature that this person produced fits and this is the impact it has had.” This also helps all of us and Provosts who can’t know every field. This will help all future Provosts at SJSU.

IX. Special Committee Reports: None

X. New Business: None

XI. Adjournment: The meeting adjourned at 4:55 p.m.

2020-2021 Academic Senate

MINUTES
October 26, 2020

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

Ex Officio: Present: Van Selst, Curry, Rodan, Delgadillo, Mathur Absent: None	HHS Representatives: Present: Grosvenor, Sen, Smith, Dudley Absent: None
Administrative Representatives: Present: Day, Faas, Del Casino, Wong(Lau), Papazian Absent: None	COB Representatives: Present: Rao, Khavul Absent: None
Deans / AVPs: Present: Lattimer, Ehrman, d'Alarcao, Shillington Absent: None	EDUC Representatives: Present: Marachi Absent: None
Students: Present: Kaur, Quock, Walker, Chuang, Gomez Absent: Jimenez	ENGR Representatives: Present: Sullivan-Green, Saldamli, Okamoto Absent: None
Alumni Representative: Absent: Walters	H&A Representatives: Present: Kitajima, McKee, Khan, Frazier, Taylor, Thompson, Riley Absent: None
Emeritus Representative: Present: McClory	SCI Representatives: Present: Cargill, French, White, Maciejewski Absent: None
Honorary Representative: Present: Lessow-Hurley	COSS Representatives: Present: Peter, Hart, Sasikumar, Wilson Absent: Raman
General Unit Representatives: Present: Masegian, Monday, Lee, Yang, Higgins Absent: None	

II. Land Acknowledgement: Chair Mathur noted the importance and value of a land acknowledgement. Senator Yang read the Land Acknowledgement.

III. Approval of Academic Senate Minutes–None

IV. Communications and Questions –

A. From the Chair of the Senate:

Chair Mathur announced the meeting was strictly to hear the budget reports and no other Senate business would be conducted today.

This meeting will be recorded for purposes of transcribing the minutes. Only the Senate Administrator and Chair Mathur will have access to it.

Be sure that your full name is shown in your participant listing. Use the chat window for communication. Please ensure you mute when not speaking. If you are having bandwidth issues, please consider stopping your video. Type SL into chat if you have a question, please wait until the end of their presentations. Wait until the senate chair calls on you. Do not post your questions in the chat unless requested. If you are a visitor and have a question please send it to your Senator in the Chat to present it. Please note that the Chair can see private chats in the chat feature.

VP Faas will give the first report on the University Budget. Provost Del Casino will give the second report on the Academic Affairs Budget.

B. From the President: No report.

V. Executive Committee Report:

A. Minutes of the Executive Committee: No minutes.

B. Consent Calendar: No consent calendar.

C. Executive Committee Action Items: None.

VI. Unfinished Business: None.

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

A. Professional Standards Committee (PS): None.

B. Organization and Government Committee (O&G): None.

C. University Library Board (ULB): None.

D. Curriculum and Research Committee: None.

E. Instruction and Student Affairs Committee (I&SA): None.

VIII. Special Committee Reports:

a. University Budget Report by VP Faas:

VP Faas noted that this was his fifth budget presentation and thanked Senator Peter for sending out the NY Times article earlier. VP Faas commented that he wished we only had a \$10 million problem and millions of dollars in endowments like Harvard does. They can go 400 years using their endowments to pay budget shortfalls.

In the North, high school graduations are down and enrollments in colleges are down. That's not a big surprise, since there are educational budget issues, particularly in the Northeast. The things we are going to talk about today are quite a bit different, and we are in a much different space than our peers back East

We have strong enrollment and we have strong demand. We also have great vision moving forward. We are trying to make sure that during the next two to three year period, we are going to be able to do the things we said we were going to do and to exit this time of COVID-19 in a good to strong perspective. We want to really do a good job of meeting our goals of *Transformation 2030* as we go forward this next 10 years.

We have any number of things that have impacted us and set the context for this year. Obviously the virus is at the center of all this. Then there is the past governor, Governor Brown, who set aside his rainy day fund, which has been a blessing in a lot of ways. For all the grief everyone gave Governor Brown for setting aside this rainy day fund, clearly it wasn't enough. What we have seen in the federal government is one wave of CARES funding, talk about that today.

We are seeing lots of issues around the campus like VISA issues trying to get our foreign students here. Our international enrollment is down. Then there is the idea of Zoom classes and the impacts of Zoom on the whole campus.

The state is having all kinds of budget cuts. In the past few years we have been blessed that the state has given us some level of funding, until this past year when we received a \$300 million drop CSU-wide. What we haven't seen are tuition increases for the last five or six years and we've had average unit load increase. The good news in all of this is students are taking more classes, which is good for them in terms of graduation and good for their preparation. Throughout this process *Transformation 2030* has been the driving force around decisions.

This year the single biggest driver of our deficit has been housing. There are only 850 students living in housing on campus versus the 4,200 that we have the capacity for.

This recession will be going on for a number of years. The governor and chancellor have said two to three and maybe even four years that we will be financially impacted by COVID-19. Trustee Sabalius is probably the only person in this room that thinks the state is going to give us more money next year. The best case scenario is that we get the same funding we got this year next year. The governor is going to give the first tip of his hand on January 10, 2021. This is when the first look at the State budget message comes out. We will see what that

looks like. We will also see what impact the election has in the next couple of weeks. We will also see if there will be any kind of stimulus package.

The view by Sacramento and many unions is that the campuses have large reserves. Sacramento and the chancellor have said we should be using our reserves. The CSUEU has written the chancellor as well about making sure those reserve usages are being followed. They were concerned about layoffs on campus. We at SJSU are not currently looking at layoffs. Quite a few of the other campuses are doing layoffs. Layoffs can be done locally, but furloughs can only be done at the CSU system level. The chancellor has said no furloughs are planned for this year. However, campuses have the ability to do layoffs.

The reality is that each campus is completely different from each other whether that be enrollment, or reserves, county health, Athletics, etc. For instance, Fresno and San Diego are taking a beating, because their Athletic departments brings in a substantial amount of revenue and they don't have fans in the stands.

Then there is the impact of leadership. President Papazian has helped us with the *Transformation 2030* plan. Not all campuses have those guideposts. When you have enrollment, a level of reserves, and the leadership that we have, there is a path to get through this downfall we are in and that is what we are going to talk about today.

There is a comparison chart of tuition and we are 40% lower than the average of comparable institutions. We are at \$7,000 average and the Chancellor's Office sets tuition. The only reason that has gone up over the years is fees. We don't get more revenue when there are no tuition fee increases. We have gotten a little bit more revenue when it has come from state budget increases, but when the state revenue goes down and tuition is flat, we still have our jobs to do and additional workload including teaching on Zoom, learning on Zoom, and doing business on Zoom. There is no reduction in spending. Students have asked for a reduction in tuition, but that is a Chancellor's Office decision. It is not a local decision. Half of our revenue comes from the state, and half of our revenue comes from tuition. We do not want layoffs, and we want to continue the academic mission that we have. We may need to raise tuition. There are only so many places we can get revenue, and there are limited outside sources to create a third way of getting revenue.

We talked about *Transformation 2030* and our priorities including student success, strategic investing in the academic enterprise, and health and safety. We have been doing a pretty good job of this through the past six or seven months. At SJSU, we have had 52 COVID-19 cases out of 40,000 people. That is pretty amazing.

The state and the chancellor continue to do one-year budgets. What we have been doing at SJSU are three-year budgets every year. This allows us to look

ahead to the impact of our decisions for the next several years. If you make a short-term decision without looking ahead at the impact a few years out, it is a recipe for disaster.

At the top of our list of priorities in academic affairs is tenure and tenure-track faculty hiring and start-up. The Provost has been adamant about continuing faculty hiring at a time when many other campuses are freezing faculty hiring. The cabinet continues to support him in this. Other priorities include increasing advisers, increasing research, and improving our graduation rates. All of these things are happening, but we have a \$92 million problem.

How did we get to this \$92 million problem? There was a reduction of \$20.6 million between state reductions and mandatory cost increases. Then there were impacts on enrollment (\$16 million). Our total enrollment numbers look great, but when you peel back the layers our non-resident revenues are down close to \$10 million. However, the average unit load has been going up. There are a lot of mixes that have been happening.

Then there are the COVID impacts including cleaning and the cost of PPE. The chancellor's office and the county also told us we could only have one student per room in housing. When you normally have 4,200 students with two per room that cuts occupancy and revenue in half. There are substantial costs related to COVID in housing, parking, and dining areas (\$43.7 million)

Next, there is the investment in faculty including; recruiting faculty, start-up packages, research, and new programs and positions (\$12 million). This is how we get to the \$92 million.

The number one area we looked to in order to cover the \$92 million shortfall was our reserves. We have a \$400 million general fund budget, with a \$700 million all enterprises and auxiliaries budget. If you do the math, we have about 3 months of fungible reserves we can use, or \$115 million. That is not a whole lot of reserves. We are looking to use 50%-60% of these reserves this year. That will help us get through this year. We are looking at how we can get through this without doing cuts, while continuing to fund the areas that are investments we have counted on for *Transformation 2030*.

For transparency, we are reported as having \$161 million in reserves on the CSU transparency portal. The auxiliaries don't show up there. It is just the general fund and enterprises. Again, we are planning to use 50% to 60% of the reserves this year, and additional reserves the next year and the following year. The idea is that this will get us through the next couple of years. However, if the state comes out and says that we will have another 10%-15% reduction... while we have been creative thus far, but we are going to have to be even more creative. Based on all the knowledge we have today, we believe by using reserves we can close the gap this year and the following years.

We received \$31 million in federal aid that came to the campus as part of the CARES Act. It came in three ways. It came in as student grants, institutional, and through minority-serving institutions. There was \$2 million for minority-serving institutions. Of the \$14.4 million for student aid, that money went right out to students from Student Affairs in May last year. Those funds never touched our budgets. It went right to students. Of the balance of \$16 million, \$10 million went to housing, meal plan, and parking refunds that happened last year. About \$2.5 million went to academic support such as lab boxes and kits that were sent out to students. Some of the funds also went to teaching online and summer institutes, laptops, money going to IT for hotspots and other items, and also safety measures.

So, what is the solution? We have shown everyone the \$16 million in federal funds that is there. We've talked about the \$59 million in reserves (some of that comes from Student Union and Research Foundation reserves). We've reduced budgets in the divisions. We've instituted a staff and MPP hiring freeze (that doesn't include faculty). There is a travel freeze. Lastly, we have some program deferrals. That is how we solved our \$92 million problem this year.

Sixty-one percent of our budget goes to Academic Affairs. That number has slightly been going down over the last several years as some of those funds have been transferred to the Research and Innovation. The President's Office budget has been going up a little year-after-year and that is because some of the strategic communications work came out of Advancement and went into the President's Office. More or less all the other divisions have remained the same [Academic Affairs-60.9%, Office of the President-3.5%, Research and Innovation-1.3%, Information and Technology-6.2%, University Advancement-2.7%, Intercollegiate Athletics-2.9%, Student Affairs-6.5%, Administration and Finance-10.5%, University-Wide-5.6%].

When you look at our Operating Fund of \$419 million versus our total funds of \$662 million, there are areas where we are expending a lot. For instance, in housing we are expending \$34 million. That is essentially a \$14 million drop year-over-year. That is a \$24 million loss of net, because we usually have a \$50 million housing revenue budget. Parking also dropped \$3 million. Athletics is down \$1.3 million year-over-year. Research is also down some. Associated Students is down a little, and Spartan Shops is down quite a bit due to a lack of food services on campus (about \$5 million).

This is how our budget breaks down. About 52% goes to salaries. Benefits are up 1% this year and are 24% of our budget. This means 76% of our budget is fixed in salary and benefits. When you talk about layoffs and other campuses doing that, what they are looking at is reducing this three quarters of the pie in their budget. We are not doing that. We are opting to solve our problems by going into the reserves and cutting other expenses. It does not make any sense

to cut our budget when we have as robust an enrollment as we have. Operating Expenses and Equipment are 11%, and Student Aid is 10% of our budget. All relatively flat year-after-year. We have cut down the operating expenses and equipment budget by cutting budgets and limiting travel.

One of the questions that came up last year was what is the breakdown of salaries by group? Faculty salaries are 53% of our budget. Department Chair salaries are 2%. Support Staff salaries are 31%. Executive, Management and Supervisory salaries are 13%, and Student Assistant salaries are 1% of our budget. Worked on the presentation with the Budget Advisory Committee.

Questions:

Q: Several years ago, because California tuition was so low, it is my understanding we were leaving a lot of money on the table vis-à-vis financial aid. Even if we maxed tuition we would actually be able to increase the revenue from federal sources, is that still true?

A: Honestly, this is the first I've heard of that. I will look into and report back at the next Senate meeting.

Q: Thank you for the presentation and stewardship through this rough time. I think you may have partly answered my question about why the President's Office budget was up with the move of Strategic Communications moved under the President's Office. However, the President's budget used to be around 1% and now it is up to 3.5%. Is all of that from Strategic Communications?

A: Yes, I believe so along with a couple of new positions that were brought in from a race and diversity point of view.

Q: Won't next years' budget be much worse as the state begins to really feel the pinch of the lack of revenue? It always seems to take a year for the state to begin to feel the effects of a recession. We could be going into next year with possibly a rough time for the state, and having used up 60% of our reserves, so how can you work your magic next year?

A: We will continue to work it and yes it is some level of magic. The good news that we have seen in the past week or so is that the state revenues are pretty strong. You are seeing state revenues still being reasonably good year-over-year. I think in two years it could very well get worse. What we are anticipating is that the housing problems that we are seeing this year will improve next year. If we can get up to the 50-75% mark in housing next year, then we can return to some level of normalcy. That is the biggest driver of our deficit, so being able to bring folks into housing next fall will greatly improve our position. Patrick's team is not in the hiring mode, with dozens of positions that are open. We hope to fill those positions in the spring. We are also hoping for a vaccine sometime in the second half of summer and then we get back to having more on campus classes.

Q: Can you speak to what President Papazian was talking about last week about an Early Exit plan and what that would look like? Also, in light of those things that

are happening in higher education that Senator Peter highlighted in the article he sent out this morning, are programs and departments being considered to be cut at SJSU?

A: The Provost will determine what departments and what actions will be taken at SJSU. However, when you have as strong of a demand as we have here in California, and in San José specifically, of students wanting to be here and to learn from this group. It is completely different from what they are experiencing elsewhere, like the Northeast. It would be crazy for us to be exiting programs when you have a high level of demand. Now, if there wasn't demand for certain courses or programs, then that is up to the Provost. There are always corrections that you do whether you are in a recession or not. At the moment, I do not see a change in the departments other than what we would do on a normal basis. There are no areas we are looking to trim back or cut as a result of this. As for the Early Exit Program, we are working on an Early Exit Program. It should be announced in the next couple of weeks formally. It would be an option for people with a certain amount of years in the system at a certain age. If faculty are going to take early retirement, then we are looking to backfill those positions. However, if staff are looking at early retirement, then those positions would be examined. If it is a critical position you backfill, but if it can wait then you wait. That's what we have been doing this year. Lots of people are working two and three jobs this year. That is how we are saving some of this money. I do not think we will have a windfall profit from the Early Exit Program, but it is a good option to put on the table for faculty and staff and it has potential to position us in a better way.

Q: You mentioned layoffs a couple of times and said other campuses are doing this, but we are not. My question is how are you defining layoffs? When you look at part-time lecturers, they are never laid off. Their contracts are just not renewed. Are you including lecturer rehiring or were you just including full-time employees?

A: We are not doing anything different than what we have done in the past when it comes to faculty. We are continuing to hire faculty. There is no targeting of lecturers, or trying to reduce lecturers. [Provost] To answer your question though, layoffs do not include part-time lecturers, because they are not on three-year contracts.

Q: On the online SJSU Budget Report, page 9-Office of the President, it indicates that it cost \$1.4 million for the website project. Since this project probably started last year or the year before, did SJSU spend \$1.4 million each year? Is there any way the cost could be reduced in the future?

A: No, this is a new project (one-time funds). We have been trying to do this for many years. Our websites are not consistent and not overly informative. They leave a lot to be desired. As the number one transformational university in the country, we have more people looking at us and we are looking to continue to be a growth institution so we have to spend this money to get our websites moved into the 20th century as they are very archaic. We went out and sourced this and got competitive prices. This was the most competitive price we could get.

Q: What avenues are available for us to continue to prioritize hiring and some other initiatives that were highlighted in the three-year budget initiative?

A: I'm (VP Faas) not going anywhere. Provost Del Casino isn't going anywhere either. The Co-Chair of the Budget Advisory Committee, Senator and Vice Chair of the Senate, Alison McKee, isn't going anywhere as well so this is our plan. That's why you do a Strategic Plan and put down your priorities and what is important to you. The easy part is executing against that plan. It is hard to find the resources to execute sometimes. I (VP Faas) know where we are going. Now we just have to find the resources to make that happen. Even in the hardest of years that this institution has had, we have not strayed off that path. We are doing the things the *Transformation 2030* Plan said we would do. The impact on the student will hopefully be minimal, we are investing in classes and resources. So that when you get to graduation, you may not even believe that a \$92 million gap existed. I [VP Faas] have met with the AS Team a number of times and are blown away with the maturity and the range of questions we are getting from our students on this particular topic.

Q: Can I please have some clarification on what is a contingency fund for a one-time of \$4 million found on page 10 of the report?

A: I don't know. Let me see if I can find out that answer and I'll get back to you. [Subsequently replied that this is for Spring melt issues].

Q: I saw pictures of the new football stands on the website, were those stands paid for with private donations? Was there any part of funding that came from the general fund?

A: We removed everything on the east side of the stadium so you can see the soccer field. Those pictures must have been from somewhere else. It is completely leveled.

Q: There is something going up there right?

A: We are looking for the Board of Trustees to approve the Spartan Athletic Complex. They are meeting on November 17, 2020. We have donor dollars we have raised over the last 15 years are going to build that building. Either donor dollars or Athletics' revenue will be used.

Q: Can you comment on the Alquist Building and its status?

A: Absolutely, we have five different bids go out to construction firms to see how tall a building we can build, to see what kind of soil is underneath that building, to see what the cost would be to demo that building, and see what other buildings around that building we might need to acquire or partner with. Each of these five studies have happened over the past 6 months and have all come back very positive. We continue to be in a very good place. We are looking to continue to work with the city. Senator Beall is one of our main champions. He terms out in November and also Assembly Member Kalra. This is in the top two or three of my (VP Faas) personal goals is to make sure this happens on campus. I can't think of anything that would be more important and have a more long-term effect than affordable housing for our faculty, staff, and graduate students. What a difference

it would make for our student population if we had more faculty that could afford to live nearby.

Q: There was an announcement from your team that said the Strategic Sourcing Team saved \$4.3 million last year, can you go into a little detail about that and how that money is being repurposed?

A: My purchasing team goes through and looks at how you better source items and do bulk buys. As part of this COVID effort, we bought all the PPE centrally and saved a lot of money. This is same for our maintenance supplies. It is driven out of the Chancellor's Office. We participate in some of the bulk buys. I can't say that \$1 million in savings went to this division or that division, but \$4.3 million less has to be spent in this area.

Q: At Fresno State, the Athletics Department cut three sports to save money. Is there any discussion of that happening at SJSU to save money?

A: We have 22 Division I sports at SJSU. We will continue to have 22 Division I sports at SJSU. If we look to cut a program, we still have X number of athletes on scholarship and we have to honor those scholarships. We have coaches with salaries that we have to pay. These are all committed. In the short term, there are no savings and a lot more bad will that would happen. Students would start wondering what sport is next on the chopping block. Possibly in the long run Fresno may save because they won't have to pay those scholarships, but in the short term they did not save money.

Q: Do we get to take advantage of the centralized purchasing contracts coming out of the chancellor's office?

A: We work with the head of purchasing at the chancellor's office. I (VP Faas) meet with him monthly, but Kathleen and Sarah work with him hand-in-hand. We talk about this every month.

Q: Can you quantify the degree to which we have saved through central purchasing?

A: I can have Kathleen and Sarah get some information for you.

b. Academic Affairs Budget Report by Provost Del Casino:

It has been an interesting 15 months for Provost Del Casino. A good relationship with the Chief Financial Officer is key for a provost. Provost Del Casino has an outstanding partner with VP Faas. Sami Monsur, Heidi Wong, and the Office of Budgets and Planning have also done an amazing job on transitioning since Sr. Deputy Provost Kemnitz left. The Academic Affairs Leadership Team has been outstanding. In addition, the faculty and staff have done an incredible amount of work during this COVID-19 pandemic. One of the goals in this budget has been to try and protect as much of that work as possible. When VP Faas says we took \$60 million of our reserves, you will see what that has really meant to the Academic Affairs budget as we go through it.

There was a lot of consternation over the centralization of the budget when we first changed it. In this point in time, when we've got the right reserves in the right place to manage the budget, you see the value. We've been able to save millions of dollars in procurement and work across divisions almost seamlessly. You see the value of being able to work collectively. Many campus provosts don't have the pleasure of working with such a great group of people.

We have slight declines overall relative to base funding and one-time funding based on enrollment. Relatively speaking, these are nominal and we are over-enrolled in total. We actually didn't hit target because of our non-resident decreases. As we have heard often these numbers are great, but there are also more California resident students and not non-resident students. The non-resident impact on our budget has been significant this year. That being said, the overall enrollments are central and the nice thing about this is that we have funded every one of these seats at the same rate we have always funded them. So, we have not taken a hit relative to the overall slight decline in the instructional budget.

So where did we see some decreases? We had a \$2.3 million reduction in the enrollment funding base. We had a \$1.73 million one-time operational fund budget reduction, and we had a \$1.16 million one-time student assistant funding reduction. These are the major hits to the division. When you add them up and then take them against the overall, it's not that big of a budget cut. It is about 3 1/2%. What is interesting about this as well is that you can cut your way completely through a crisis, or you can rely on your Strategic Plan to invest simultaneously. Instead of stopping and freezing everything, we've continued to build. We have some permanent investments that have come in this year to keep us moving in certain areas, and some one-time funding that has allowed us to do some of the core things we wanted to. Just as a reminder, we did not call off one tenure or tenure-track faculty search. We successfully completed 67 searches. We will go over the faculty hiring and diversity numbers at the end. There is no doubt that we've been able to do some of these things as a result of the creativity, such as in procurement, across the campus.

Let's look at the division budget overall. Our target FTES is pretty consistent. We don't know quite where we are yet until after spring. Right now the college target FTES is down 284 from the 2019-2020 target of 25,966 and the college surplus FTES is down 383 from the 2019-2020 surplus FTES of 1,211. We have had relatively consistent course enrollment. However, we have had a movement of the dollars around the campus and those movements have impacted certain programs. Let me start by saying these are just the base dollars. There is about \$4 million in surplus teaching. For instance, both Education and Engineering have had a loss in base, but an increase in surplus. There are more dollars coming back in there. The other thing I (Provost Del Casino) want to point out is that we took VP Faas' idea about centralization seriously and we put reserves against the cuts in base budget. We had about \$1 million worth of reserves that

we took and paid out centrally in advance of the cuts to the colleges on enrollment. We haven't seen a reduction overall in our workforce numbers as a result of this strategy.

The next slide is the distribution of the base budget which is about \$198 million. You will see in VP Faas' report that this is \$268 million, because VP Faas includes benefits, etc. Our slide is just base with salary. There is \$155.1 million in the Operating Fund, \$3.1 million in RSCA, \$32.7 million in PaCE Revenue, \$5.5 million in SSETF, and \$1.9 million in Lottery funds. There are questions around the lottery funds and we will have a discussion about it today and hopefully for the last time.

There is about a \$5 million drop from the actuals last year of \$163 million to \$158 million (for 2020-2021). One change in the breakdown from last year to this year is the change in MPPs. Overall the percent of academic salaries has remained the same. There is a slight drop in student assistants from 2% or \$3.72 million last year to .2% or \$.35 million this year. The MPP increases are actually the conversion of several faculty Associate Dean positions to MPP positions. There were a number of research associate deans that didn't have MPP positions, but were doing 12 month work. We also added one additional MPP into the Graduate College for student success, and then there was the conversion of a MPP position that had been a faculty position in the Art Gallery. When you add this up there are some new MPP positions, but they are not new roles. We also have an increase in support staff positions from 14% or \$23.10 million last year, to 16% or \$24.52 million this year. This is interesting given the chill. This shows you how Academic Affairs has been treated relative to the chill, which is to try and make investments back into advising and other critical areas as people have left. Obviously, the student assistant cuts are deep and the Operating Fund cuts are not insignificant either. However, we made up for a portion of those cuts. They would have been deeper if we had not put some one-time funds into operation. We had about \$850,000 in carryover that came from some cost recovery that we put back in the budget, or the Operating Fund budget cuts would have been about double what they are. We tried to minimize the effect. The other funds were sitting in PaCE and different areas and that is the difference between \$198 million and \$158 million.

For the Student Success, Excellence and Technology Fee (SSETF), a chunk of the money, \$1.86 million, went into course support this year. About \$3 million was spent on student success areas, such as \$793,000 on One-Time Advising/Tutoring, \$505,000 on Writing Support, \$450,000 on Technology, \$1.25 million on Student Success/Advising and instructionally-related programs.

Questions:

Q: Historically in a budget crisis, we have tended to protect instructional faculty at the cost of other types of student support, particularly in transfer crossing and automation of degree programs. It sounds like we've done a good job of making

sure those needs are looked after. With the new CSU requirement around Ethnic Studies, is that going to be handled at the college level or is there going to be central planning around that rather large redistribution of FTES?

A: Yes, we have tried to protect as much as we can. To be clear, this budget doesn't include surplus and RSCA funding, so we have another \$4 million invested in faculty. Regarding Ethnic Studies, we have to start with the Ethnic Studies faculty. The Provost has met with Ethnic Studies Collaborative to look at the best way to implement this. They are coming up with different ideas. As far as the redistribution that comes from that, the Provost believes the CSU will go after state dollars to underwrite this program. We don't know exactly what that will mean. Also, it depends on whether it stays a lower division requirement and we offload some of the requirement to the CCC. The law says everyone needs to meet the requirement by 2024-2025, but that doesn't mean everyone has to meet it next year. Our plan is to incrementally grow Ethnic Studies faculty to meet the need over time. We don't know exactly what the enrollment impacts will be. The only way to do this is to follow the enrollment impact. If it ends up in General Education, Category F, with a reduction in Category D, there will be some natural movement in the budget from an enrollment perspective. If A1 is really hit, there is another piece. We don't know right now. We do need to hire Ethnic Studies faculty. We are looking at hiring tenure and tenure-track faculty. What we don't want to do is say we need 70 sections, let's go out and hire 70 lecturers.

That wouldn't be taking advantage of an amazing opportunity to invest in our faculty. What are we going to see over time? You are probably going to see some shifts, but our goal is sustained incremental growth over the next 3 to 4 years in Ethnic Studies faculty. This will allow Ethnic Studies to absorb the additional faculty and allow us to manage the distribution of dollars over time. If you talk to other provosts, at other colleges, that might not be the way they are going. They may move 70 lines, but that isn't the healthy way to grow a program.

Q: I had one additional question that has to do with the footnote on funding. What department does this pertain to?

A: That is the movement of Justice Studies from Health and Human Sciences to Social Sciences.

Q: Given repeated concerns from Senators over many years that lottery funds are by law are meant to be used to supplement funding and not as substitute permanent funding, it does appear, at least in the library acquisition budget, that lottery funds make up the majority of the acquisitions budget. Also, the acquisitions budget needs permanent dedicated funding. Can you speak to this?

A: Well the lottery is about as permanent as you get these days. The one thing people do in a crisis is blow their money on lottery tickets, which is a horrible way for us to collect any dollars to do anything. It is the most regressive political thing we can do. I (Provost Del Casino) am not a big fan of the lottery in general. The downside effect is we get money. The argument of whether it supplements or not is virtually impossible to answer. Here is why. When the money first came to the system, it was kept as a distinct body of dollars. The CSU moved it into the operational budget in 2010-2011. At this point the money was put into Academic

Affairs and we were asked what we wanted to do with it and we said use it for the acquisitions budget, which meant \$1.9 million was moved. It augmented other programs on the campus at that time. The problem is that for the next three years the CSU took massive budget cuts at the same time those dollars were moved. So, did it augment against cuts that might have happened? Maybe. Is this supplanting? Maybe. It depends on your interpretation. The truth is forensically it is almost impossible to tell because of the way the money got comingled into the CSU budget based on the CSU Executive Order. The intent was not to supplant as far as I can tell going back through the budget books to 2006-2007. The idea was to take the dollars and make this other money more flexible. However, the budget cuts happened at the same time. Did that money then go away somewhere? It is really hard to say. It makes up about two-thirds of the acquisitions budget, which was augmented by 5% last year, and I (Provost Del Casino) added another \$50,000 over that 5% this year. So there has been two years of growth in the acquisitions budget anchored by this \$1.9 million. If we want to do something else with it, then we have to find \$2 million with which to replace it. That is not very easy right now. It would have to come out of the operational fund. Then the question is what do you do with the \$1.9 million of lottery funds? It is not outside the rules to use it for acquisitions. There is nothing in the law that says you cannot use it for library acquisitions. It is my (Provost Del Casino) understanding that we are within the scope of the law and using the funds appropriately. If the lottery funds disappear over time that will become a big fundamental problem we will have to deal with. San Diego State has about \$3.8 or \$3.9 million in acquisitions. We are just around \$3 million. The goal is to continue to invest. Before the pandemic, VP Faas and the Provost were hoping to get 3% to 5% in each year. The fact that we got \$50,000 additional dollars in this year was a good thing. We lost some other money, but made it up. We kept that budget whole in relation to the goal. The Provost does not think that will ever be a completely satisfying answer to the Senate, but that is the best forensics and history of the lottery he can do.

Q: It is tough forensically speaking. The nervousness is that we are pushing towards more RSCA and therefore we need quite a bit more in acquisitions, but it sounds like you are thinking about it.

A: This is a conversation I (Provost Del Casino) need to have with the VPRI. If we can add say 15% to 20% for expenditures, should we put library costs into grants, or do we go for the indirect costs? That is not a conversation we have had. Let's say we can move from \$59 million to \$118 million in the next 10 years. You don't need to double the size of the research foundation so what do you do with the indirect, especially if you go after the federal dollars? That is where you start making some of those creative solutions for increasing the base budget of acquisitions. The publishers increase their cost 5%-6% every year. It is insane. We just interviewed a number of library deans and all of them know that it is a completely unsustainable model. We can't keep up with these costs and keep our catalog the way it is. Every year the acquisitions team has to determine what we should and shouldn't buy even after putting more money into it. We can't go

backward. It would work against the Strategic Plan which has to be the anchor of our budget.

Q: I was under the impression that a considerable amount of the SSETF fees went to Athletics and it doesn't appear in the slides?

A: That's because this is the Academic Affairs budget and we don't pay for that.

Q: I just thought it would be helpful to put the Academic Affairs chunk of the SSETF fees into comparison with the Athletics chunk, so students could see how little Academic Affairs gets of the fees?

A: It's not actually the SSETF fees, it is the IRA fee. Athletics gets about \$8 million that was voted on at some point by the students, whereas Academic Affairs get \$1.46 million. There is no supplanting rule there. We could probably change the \$8 million, but it wouldn't change any base budgets this year.

Q: I'm trying to understand the PaCE Revenue. It was my understanding some of that was swept earlier? If so, is that going to happen again?

A: This is the base budget for this year. There are additional funds that are in reserves. There was over \$20 million in reserves. What was redirected and not swept, but repurposed to use in Academic Affairs was \$4 million of that \$20 million in reserves. Moving forward, we want to look at the appropriate amount of reserves to hold in PaCE. The Provost has moved that from 120 days to 90 days of reserves. That will be the new base revenue. That doesn't include what was encumbered. For this year, everyone was put down to 25%. The only funds that were repurposed were between the 25% and 100%. That is where the \$4 million came from. What we have not done yet, and will do, is rejigger the tax rate. Why have people been sitting on \$18-\$19 million? They can't spend it effectively, because there are limits to what can be done with it. We are looking at rejiggering the tax rate and collecting more at the level of the Provost and redistributing that back out as cost recovery dollars, which provides more flexibility for strategic investment at the local level. I (Provost Del Casino) don't want to keep the money, I just want it used more effectively.

Q: I'm curious about an earlier slide that had a line item from Braven. Can you go into more detail about that?

A: Yes. Braven has been paid for out of the College of Science operational budget since it started. With the centralization of the budget, and because Braven does not just serve students in Science, the President asked us to take it on centrally.

Q: Is it just student scholarships, or is it other things?

A: It is the whole cost of the program. It is whatever the cost per student.

Q: You have faculty start-up listed under one-time funding. Why is that given faculty start-up is going to be a recurring thing?

A: It is in base funding long term, but this year we moved it out to cover some of budget shortfall and covered it with one-time dollars. Our goal is that it will be base funded. It was base funded right up until the whole budget fell apart. Some

of the repurposing of dollars will cover faculty start-up and university RSCA supplement. We created a new line item in college budgets for start-up dollars. This money isn't counted at the end of the year. It stays in those accounts and is spent down at the discretion of the college and the people who are assigned those dollars.

C: [Provost] I just got some answers. Braven is \$200,000. We needed some special scholarship for graduate education and that is \$95,000 out of the Graduate College.

Q: I'm very interested in the idea of using indirects to cover the cost of Library acquisitions. Back when I was chair of the ULB we recommended that but it was shutdown rather rapidly. It makes complete sense. Could you expand a little more on your thinking there?

A: It is one level complicated. The advantage of the centralized budget is you don't have to deal quite so rigidly in colors of money. The crutch is eventually we have to get an investment. Our challenge with our indirects is that if you look at it we are not that great in federal funding. We don't have a very high indirect rate on the campus right now. The NASA Ames program has the largest piece of the pie. You would think Moss Landing would bring in a lot of indirects, but they get in a lot of localized dollars. As we grow, we have to grow the total indirect pool simultaneously. We have to creatively go after the federal grants that give the 48 1/2% we are owed. If we do that, the cost of the research should not keep up with all those dollars. One place this could go is into acquisitions. Other places this could go is for faculty startups. The question really is who manages that budget. Is it managed centrally, or by the Provost Office, or the VPRI? These are things that the VPRI and the Provost have not had a conversation about, because we don't have those funds right now. The VPRI is in a building mode and getting his office up and running. The Provost and VPRI haven't had that larger conversation about what it would look like if they got to \$110 million in grants and upped our indirect rate by 4% to 5%. That is a strategy that we have to take on simultaneously, or we decide that the Department of Education money, the money that comes to us indirect is what we are going to stick with. This means we will have to find a different pot of money to fund library acquisitions. This is a little bit of an unanswered question just because we don't know how the dollars will come into us moving forward. I hope at some point we can negotiate an uptick in our indirect rate. A lot of people try to get around the indirect rate which is a mistake, because the federal government is used to paying this and wants to pay it. They don't have an issue with it. We often think, I'll take a lower indirect rate to make our program cheaper, that's not how the NSF and others think. Philosophically speaking, all those things should be on the table. We have to build the university comprehensively to address the larger research enterprises, which is beyond grants and contracts.

Q: Given that there are coaches that are unit 3, are their salaries included in the Academic Affairs budget or are they separated out?

A: They are in the Athletics' Budget.

One of the things we did last year was a breakdown of hiring, tenure and tenure-track hiring for the most part. We do have some information on lecturer faculty, but we focused on tenure and tenure-track faculty distribution.

This should probably have been a part of the budget presentation. I apologize. We have made increases to investment in RSCA. This is beyond the university-required and contractually-required RSCA investments. We moved from .8 million in 2018 to \$3.9 million in Fall 2020. There was no cut to the RSCA budget this year in relation to where we wanted to go in terms of the goal of meeting that cohort. Actually, the Provost has a goal of basing a lot of this energy into promotion and into post-tenure review. Eventually we won't have a separate system of RSCA. It will just be this is what it is like to be a faculty member kind of thing.

The other thing that we have done is that we did create investments in start-ups. What is important is that in 2019-2020 that money \$1.83 million came out of the colleges. In 2020-2021, that \$2.16 million came out centrally. We hired 67 new faculty this year and we have 64 searches approved for this coming year. We estimated that if we hired all those, we would spend \$2.6 million.

We have a projected slight uptick in density to 52.6% from last year. However, not that much movement still, not even back to where we were in 2015. This is not without trying. When Joan left, she had authorized 65 lines, by the time I (Provost Del Casino) was done, we had authorized 91 lines. We got 67. We had a reduction of 54 faculty last year, so we are only up 13 people. This is why the President, VP Faas, and I (Provost Del Casino) say we have to hire this year. Not hiring puts us back in a very negative way. We remain behind our peers in tenure density. We have to tackle this two ways. We have to hire and retain faculty.

I (Provost Del Casino) have some data that I will share with the Senate at another point about why faculty left. It is a mix. Not surprisingly some left due to the cost of living and some left for private sector jobs. We are looking into this. I (Provost Del Casino) am very committed to this.

We have the new programs in Professional and Global Education. We will see an increase there. A portion of the Social Science lines are dedicated to interdisciplinary positions in Ethnic Studies. Some are directly in departments and some are across colleges. This is a great discussion for us to have Dean Jacobs talk to the Senate about what they are doing there, including a new position they are hiring for a Professor in Native American Studies.

The next slide tells you where the people who left went. Of the total, 33% retired or went into FERP. We had 15 resignations in 2020-2021 vs. 12 in 2019-2020.

We had nine people that moved into MPP positions such as Magdalena Barrera. All those Associate Deans that were in faculty positions that were discussed early are in this group of nine people. This reduces our tenure density. The 15 resignations and the fact that they have gone up is a very important thing for us to pay attention to and think about. It is half of the total loss. That isn't good, but some of it we can't do anything about. The fact is that some people get a job in industry and that is where they want to be. However, some of these we could do something about if we did a better job of programming.

The next slide is an overall distribution of our faculty by the three core areas. This is last year's data since it comes from the system-level. This gives you a sense of the trouble we've had growing full-time faculty. We have had some slight upticks in full-time lecturers. I (Provost Del Casino) am excited about this because it is an investment in people for the long term. However, obviously we continue to have a very large part-time lecturer community.

The other side of faculty hiring is diversification. This is where we stand today and it is not radically different from last year. The shift in demographic of tenure and tenure-track faculty takes time. A comparison of our faculty to student diversification shows we have 50.6% white faculty to 15.7% white student population on the main campus. Provost Del Casino does not believe this includes CPG, but will check on that. There has been an increase in the Other/Unknown category of faculty to 18.9% vs. 20.8% for Other/Unknown students. We don't know exactly what is in this category. This is totally understandable and complicated. We are looking at opening up these categories. This category is important.

The next slide is the overall headcount of lecturers and tenure/tenure-track faculty. They kind of mimic each other. For instance, White lecturers are almost double the White tenure/tenure-track faculty (637 lecturer – 348 T/TT Fall 2019), Asian (219 Lecturer-154 T/TT), African-American (32 Lecturer-26 T/TT), American-Indian (12 Lecturer-5 T/TT), Other/Unknown (258 Lecturer-109 T/TT).

In 2020-2021, we hired the most diverse group we have hired over the last five years. We hired 39% White faculty this year compared to 2015 when we hired 55%-60% White faculty. We've definitely had a change. This is complicated by the inability to list oneself as a mixed race. Then in gender diversification, we are slightly more female than male with one person not specifying that category (35 female to 31 male, 1 unspecified). If you add these four to the previous 26, we are at 30 tenure/tenure-track faculty that self-identified as African American. What looks like a strong gain in non-white faculty hires is complicated by the non-specified category.

There have been good years where we've gained in diversification, followed by bad years. This suggests to me (Provost Del Casino) that there was good intention, but there wasn't a strategy. When you have this up and down

movement, you don't have a strategy for recruiting a diverse faculty. There is more work to do here. However, there are positive signs relative to where we want to go. It is also very concentrated. When this is broken down by colleges, you see concentrations of diverse candidates in different colleges.

Questions:

Q: Do you have the diversity breakdown in hiring by college that you spoke about?

A: Not in front of me. I need to aggregate that. We will work on that. This is from my personal conversations with Deans.

Q: I was looking at other colleges at how some have consolidated their departments and programs to save funds. I'm wondering what the reason is for SJSU not to do that?

A: Great question. In order to effect permanent financial change, merging a couple of departments will not get you there. If you want to find money, you have to do it in scale. You have to say, "Maybe we have too many colleges. Maybe instead of 8, we only need 5. A better place to go may be that we had 392 classes this Fall that had under 15 people in them. I (Provost Del Casino) did not go through and tell the Deans to cut those classes, because I wanted the Deans to have the flexibility to support people and more importantly to say there was a reason they needed those classes. However, for some of those classes it was clear that there were sections that had 2, 3, or 4 people. There are a lot of other places that hit budget-wise before you get to program changes. When I (Provost Del Casino) was at Long Beach in 2000 and the budget fell South, we had a Liberal Arts College. I did the Math and if we had converted 23 departments into five schools, we would have saved \$1 million. That is money. Unless you go to that scale, it isn't worth the political pain. Also, sometimes the departments that are the most valuable are the smallest. They meet the social justice mission. It is sometimes hard to get really large programs in Ethnic and Native American Studies. I think this is exactly where we should invest right now. This is not because of one 3-unit class but because it is critically important to what we have learned, which is that there are over 800 self-identified Native American Students on this campus who have never been picked up in our institutional data because we always ask to identify the top field first. Those kind of things are really important. It is hard to generate really effective savings without doing it in a big way. I'm up for that big conversation if it makes intellectual sense. What you find out is that these small department consolidations don't result in the big savings.

IX. State of the University Announcements:

A. Vice President for Administration and Finance: None

B. Vice President for Student Affairs (VPSA): None

C. Chief Diversity Officer: None

- D. Faculty Trustee:** None
- E. Statewide Academic Senators:** None
- F. Provost:** None
- G. Associated Students President:** None
- X. Adjournment:** The meeting adjourned at 4:00 p.m.

Executive Committee Minutes
October 5, 2020
via Zoom, 12:00 p.m. to 1:30 p.m.

Present: Curry, Day, Del Casino, Faas, Frazier, Marachi, Mathur, McKee, Peter, Sasikumar, Sullivan-Green, White, Papazian, Wong(Lau), Delgadillo

Absent: None

1. Updates from the Senate Chair:

Two Sense of the Senate Resolutions will likely be coming to the next Senate meeting. One is in honor of Heritage Day and will be presented by former Senate Chair, Annette Nellen and Senator Julia Curry and the second is in support of Racial Equity.

The Call for Nominations for the four Faculty Awards went out last week. The Call for Nominations for the Wang Award went out today.

Kudos to ASCSU Senator Julia Curry. Recent acts of vandalism have taken place on the Fallon Statue since the systemic racism discussions/demonstrations have been happening. Mayor Liccardo reached out to the Chair of the Rotary Club, as well as national scholars to advise him on putting together a panel of experts.

Congratulations to Senator Curry for being nominated to be on the panel of experts to advise the city of San José (currently the only woman nominated to be on this panel).

2. Approval of Executive Committee Agenda of October 5, 2020 [Executive Committee Agenda of October 5, 2020, Executive Committee Minutes of September 21, 2020, Consent Calendar of October 5, 2020] (13-0-0).

3. Updates from the President:

The President announced that the Call for Nominations for the Wang Award had been sent out to the campus. This is the only award that both faculty and staff can be nominated for aside for our own campus staff awards. Chair Mathur clarified that only Administrator level III and IV are eligible staff to compete for this award. This makes our campus staff awards even more important.

Spring enrollment plans from campuses must be sent to the Chancellor's Office no later than November.

Jahmal Williams has just been hired and will be our new Director of Advocacy for Racial Justice. He starts on October 26, 2020.

The call for nominations for the Committee on Policing and Safety has gone out and the President and her staff will be looking at all nominees.

Members were encouraged to see a docudrama, *The Social Dilemma* about key

Silicon Valley leaders. May also want to read the book "*Bandwidth Recovery: Helping Students Reclaim Cognitive Resources Lost to Poverty, Racism, and Social Marginalization.*" This book is a discussion of how policies can get in the way of student success. Policies can serve, but can also hurt. For instance, there are instances of students who didn't know the policies, one example is that students didn't know that they had to apply to graduate.

Questions:

Q: What is your response to the article about Humboldt State and the football team? Particularly in relation their county health department?

A: We needed to ensure our students were ready for the start of the season on October 24, 2020. We had asked for guidelines from the county, but had not gotten them. The county did not want our students traveling outside of the county and coming back into the county. We began to look at other options where our students could be in a bubble and protected, but also be able to practice. Humboldt had a football field and they discontinued football several years ago. We reached out to Humboldt and they were thrilled to help us. They negotiated with their local health department. Humboldt is a much more rural area. This is a great opportunity for our students that are mostly from urban areas to experience a little of that life. The area is also less populated which gives our students that bubble we were looking for. This is a great partnership with Humboldt State.

Questions:

Q: Was a cost benefit analysis done on this move?

A: No, we were thinking of the health and safety of our students more than the costs. None of our students have face-to-face classes. We wanted them to have at least a week of training camp. Students are tested for the virus six times a week. The Mountain West Division only requires testing three times a week. The Mountain West Division has decided to only play conference games. Our season starts on October 24, 2020, but some teams may not start until later. Stanford doesn't start until November.

Q: A few weeks ago you mentioned getting the message out to vote on campus, how is that message getting out to students and employees? Also, how is physical distancing being handled?

A: VP Faas oversees voting. They are still planning as far as I know. We haven't heard anything different. President Papazian will look into this and get the word out soon.

4. The Executive Committee discussed Dean Huard's review which should have occurred last year. The question is should she be evaluated as an Academic Dean or under the section for the MLK Library and CIES Deans? If the review had occurred last year, then she would have been evaluated based on the four previous years as the Dean of CIES. However, with the change to the College of Global and Professional Education, she would now fall under the Academic Deans. The committee decided to follow previous guidelines and evaluate her like CIES would

have been evaluated. Concern was expressed about problems with establishing a college of only 24 faculty. The committee discussed and recommended several of the nominated faculty. Provost Del Casino suggested that he should bring this to the UCCD and would get back to the committee. Several suggestions were made including finding a chair who deals with special session programs.

5. Updates from Policy Committee Chairs:

a. Curriculum and Research Committee (CR):

C&R is still conducting Ethnic Studies conversations across campus and with other campuses. C&R will hold off bringing resolution to the senate until they have more dialogue with the Ethnic Studies faculty. There has been discussion with some campus Ethnic Studies faculty already.

C&R may be bringing a resolution on accessibility in the curriculum to the Senate on October 12, 2020 for a first reading.

C&R also continues to review degree program curriculum.

Questions:

Q: Have you consulted with all groups associated with ethnic studies in the College of Social Sciences and Ethnic Studies faculty?

A: We are waiting for the directive from the Chancellor's Office. It was supposed to come out by October 1, 2020, but did not. C&R has decided to slow down until we see it.

C: There is a lot of confusion with Title 5 and AB 1460. AB 1460 tells us to amend Title 5 and strike social justice. We should be getting an Executive Order with changes to Title 5 to accommodate this, and that also establishes area F. It should say that it is a graduation requirement. However, where to place the requirement is left up to the campuses. Only the learning outcomes are to be adjudicated, but SJSU already has learning outcomes. We need a drop dead date in order to amend the catalog for next year.

b. Organization and Government Committee (O&G):

O&G will be meeting today and will have two visitors from the Graduate Studies Committee and the Alcohol and Drug Abuse Prevention Committee. O&G also spoke with the Chair of the Staff Council last week and they expressed some interest in serving on the Senate.

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

Two subcommittees are working on the Honors and Excused Absences policies. They will be bringing these to the full I&SA Committee for review today and hopefully to the Senate on October 12, 2020.

I&SA hopes to bring two policies to the Senate in the Spring on Academic Integrity and Advising and Registration. I&SA will also be working on a Wait List

Survey and then get that information out as soon as possible.

d. Professional Standards Committee (PS):

PS is beginning a review of the Music and Dance RTP Guidelines.

PS is also working on a spreadsheet of title changes due to the split of functions between the Provost and Director of Faculty Affairs Offices. There are 200 more pages of policies to sort through.

PS is also working on amendments to the RTP policy regarding lecturers and external reviews, one or both to come to the Senate meeting on October 12, 2020. PS is also looking at joint appointments and RTP. Right now there is no provision for this and faculty are reviewed twice.

PS is also just beginning a discussion on the scholarship of engagement.

6. Updates from the Administration:

a. From the Chief Diversity Officer:

Campus Committee on Diversity, Equity, and Inclusion (CCDEI) will be announced soon. The Proposal is being circulated with different campus leadership groups for feedback, such as the Solidarity Network. CCDEI will have 27 members with approximately equal numbers of students, faculty and staff and with two alumni. The committee will provide recommendations to the President on diversity, equity, and inclusion issues. The President will meet twice a year with the committee to provide updates on progress on the recommendations. Committee members will serve two year terms with a portion serving three years for the first inaugural committee to provide staggered terms.

Campus Climate Survey findings Town Halls are scheduled for November 12th and 13th which will be held virtually.

Title IX has moved its reporting line to the VP for Strategy and Chief of Staff, Lisa Millora. One of the primary reasons is to free up the CDOs capacity to do campus wide strategy and leading the new Campus Committee on Diversity, Equity, and Inclusion.

ODEI worked in collaboration with Magdalena Barrera, Interim Vice Provost for Faculty Success to produce the first ever mandatory Retention, Tenure, and Promotion Committee training and for training for RTP candidates. Has extensive anti-bias evaluation components and uses a Canvas platform so faculty can reference materials. Feedback has been exceedingly positive for these RTP trainings.

b. From the Provost:

We are launching the Public Fellows Project and have launched the Op Ed Project. There are all kinds of people publishing in lot of places. It is very engaging work.

There are four finalists for the Dean of the MLK Library. There was a very creative and diverse pool and they have lots of ideas.

The Provost Office is down one MPP. The search for a Vice Provost for Institutional Research was halted last year. The Provost is moving forward with that search now. There are lots of people who were in the pool from last year who are still interested.

The Provost has a three-year hiring plan draft document that came out of the themes from the Deans. The Provost and Deans will be discussing with the Chairs.

We have to figure out how to comply with AB1460 at some soon before catalog deadlines.

All faculty hires are moving forward. The new Vice Provost for Faculty Success, Magdalena Barrera has already established training modules for everything.

Questions:

Q: At the last meeting you mentioned going through WASC again. We only have access to 2014 NSSE information, are we going to post the 2017 NSSE information?

A: Not sure what happened to the 2017 NSSE data, but the will look into it. Pretty sure that we postponed 2020 NSSE data collection due to move to shelter-in-place.

A: [President] We are just getting information on the WASC team that will be coming.

A: [Provost] Accreditation experience is key and we may end up with someone with that type of expertise from the pool of applicants for the Vice Provost for Institutional Research.

c. From the CSU Statewide Senator:

There is lots of discussion about AB 1460 going on. The CSU Statewide Senate has been reviewing the draft Executive Order and giving input as well as getting input from the Council of Ethnic Studies and the campuses.

d. Vice President for Administration and Finance (VPAF) :

The VPAF will be giving a breakdown of the budget to the Senate in three weeks. Regarding COVID, the county has went from Purple to Red to Orange today. However, we are more concerned with what happens on the campus and equitable distribution of resources.

e. Associated Students President:

AS is recruiting for a vacant board position, the Director of Business.

AS has established a student Elections Council that will be evaluating the curriculum of the CDC to ensure anti-bias.

The AS budget has been sent to the President for approval and are still waiting to hear back.

f. Vice President for Student Affairs (VPSA):

We are up 18% in transfer students. We had 184 applications this year and are up 81 over last year. We had 3230 admitted students compared to 2748 last year.

The Committee on Policing and Safety will be engaging with the Executive Committee.

Announcements:

Sr. AVP Willey will be stepping down from her role and taking a leave of absence. She will be back in January. Coleetta McElroy will step in as the Interim AVP. We are looking at hiring a replacement in March 2021.

Questions:

Q: Do we have a reporting mechanism that is separated by race and ethnicity regarding our students who have had COVID-19?

A: We haven't polled by race and ethnicity. We need to keep in mind that the overall population in our resident halls is predominantly Latino. However, it is not a problem to take a look at. We will discuss with the President.

7. The meeting adjourned at 1:38 p.m.

These minutes were taken and transcribed by the Senate Administrator, Eva Joice, on October 9, 2020. The minutes were reviewed by Chair Mathur on October 12, 2020. The minutes were approved by the Executive Committee on October 19, 2020.

Executive Committee Minutes
October 19, 2020
via Zoom, 12:00 p.m. to 1:30 p.m.

Present: Curry, Day, Del Casino, Delgadillo, Faas, Marachi, Mathur, McKee, Peter, Sasikumar, Sullivan-Green, White, Papazian, Wong(Lau)

Absent: Frazier

1. From the Chair:

Chair Mathur expressed her gratitude to the committee for their continued work and support to faculty, students, staff and to each other during the first two months of this intense fall semester.

Chair Mathur met with some members of the Ethnic Studies Collaborative to discuss AB1460 implementation.

2. Approval of Executive Committee Agenda of October 19, 2020 [Executive Committee Minutes of October 5, 2020, Consent Calendar of October 19, 2020] (14-0-0).

3. From the President:

The President thanked the faculty for the update on senate outreach regarding the Ethnic Studies requirement.

President Papazian expressed concern for the people of Armenia with all the bombing and deaths. Flights have been stopped as well. There is also the potential for violence with other surrounding countries.

Santa Clara County has moved from Red to Orange. Classes will continue mostly as they are, but we will be able to open up more faculty and students to continue their research activities.

COVID-19 cases come up from time to time, but not many. We are keeping a close eye on the residence halls as students come and go.

Questions:

Q: What is the status of the recent SOTES policy amendment?

A: As I have indicated, I am returning this amendment. We really need to ensure that students should be able to provide feedback. The discussion on the senate floor indicated that students also wanted to ensure that their evaluations are heard by the faculty.

4. Chair White discussed an update to the university accessibility policy that the C&R Committee is working on regarding, *Incorporating Accessibility into the Curriculum*. C&R has been working on this policy for four semesters. Vice Provost Thalia

Anagnos is concerned about putting a funding mandate into the policy, but it was noted in the CSU Executive Order that campuses are required to provide resources around accessibility. C&R may bring to the November Senate meeting for a first reading.

Questions:

Q: What is the purpose of this policy?

A: The Executive Order says we need a policy on operational needs, who is responsible, and how to ensure it gets done. We know there are classes right now that are not accessible. Chico State has some webpages on accessibility and one in particular on pending lawsuits due to accessibility. We need to ensure we are making our classes accessible to our students.

Q: Is Accessible Education Center (AEC) involved?

A: No, they need to be involved, but we didn't put that in policy. With AEC a student must self-identify. The classes need to be accessible whether or not the student self identifies.

C: AEC can tell you how this needs to be done. Cindy Marota would be the person to contact.

C: There is a gap between what faculty know and what technology is available out there, and what needs to be accessible. The Center for Faculty Development has lots of resources online.

C: This policy should actually be stronger and if we have to pay for it we will find money. However, we need to think about Universal Design for Learning (UDL) in our Canvas courses. Based on what has happened in the last eight months, we are in a better position to do this. We have mandatory training which covers tenure and tenure-track faculty, but we would have to look at training for lecturers. We could bring trainers onboard.

C: C&R talked a lot about Learning Management System (LMS) and textbooks. We do have a textbook resolution that is pretty clear. We weren't sure you could force faculty to use LMS. We can reach out to the union. There may be an issue with academic freedom. Faculty feel like there are no resources and they don't know how to fix things. They don't want to be told they have to do something totally different after investing so much time in it.

C: We could say the LMS is the only space we will support in terms of accessibility. This is a big problem. It is almost impossible to meet 100%. The Center for Faculty Development Center and eCampus must grow. The Provost is willing to tackle this head on. Let's figure it out. Maybe it is as simple as restating what the Executive Order says.

C: In my methods class, the Center for Faculty Development has been my best friend. Also, they have assisted me in transferring from microcassette to digital which is extremely time-consuming. Also, the library is where I used to get instruction, but

we don't have instruction at this library at this time.

C: I spent lots of time on this process. It would be good if RTP committees recognized this. There is also the temptation for faculty to purchase something off the shelf that is already accessible. We could hire UDL experts and that is a good idea. Just be sure they are aware of copyright laws.

C: There are alternative frameworks to UDL and some critics to this perspective.

C: I teach film and media. This can be very difficult. I once had a blind student approach me who wanted to attend a media history course. It was hard. I'm in the process of doing this right now.

5. University Updates:

a. **Provost:**

The Provost has received several interesting applications from individuals interested in serving on the Honors Taskforce. The taskforce will not have administrators. It will have faculty, staff, and students. Ruma Chopra will be chair.

C: The AB 1460 issue is in the Provost Office. We are in charge of the catalog and deadlines. The only way to get input is to send out a message, but it is a difficult process. Ethnic Studies people have to drive this bus. They must figure out what classes make sense. Unfortunately, the system is not trying to provide flexible options. The final Executive Order will probably not be much different from the draft.

The Provost has started his Podcast. It is called the *Accidental Geographer*. The Provost really enjoyed the time spent learning about our faculty and encouraged everyone to listen to the podcast.

Lastly, there will be two upcoming reviews and the Provost will be setting up review committees for Dean Walt Jacobs and Vice Provost Thalia Anagnos for the spring.

Questions:

Q: I'm a heavy user of Canvas and am concerned about academic freedom issues and the ability of outside vendors to collect information.

A: It would be hard for the university to support multiple things. Maybe we can have our web designers review prior to faculty launching on their website.

C: The Syllabus template makes it easy for faculty and is accessible. They don't have to use it, but if not they have to produce their own accessible syllabus.

C: If you could make it so easy for someone to use then they will use it. Students don't like having to pop into different systems. We did get feedback from students concerned about security with outside websites. There were concerns

about proctor review systems.

Q: What is the status of the CPGE review team?

A: We are looking for a second department chair and are having a problem getting a student.

b. CSU Statewide Senator:

Thank you President Papazian for sharing information about Armenia. We recognize people are experiencing lots of loss.

There is much discussion over AB 1460 in the ASCSU.

The ASCSU also discussed AS 3450, *Peer Observations of Instruction*. Faculty have a lot of anxiety still and wanted an extension of the suspension of SOTES and Peer Reviews through the end of the year. Senator Curry will send to President Papazian for her review. At SJSU, peer observations and SOTES were suspended for spring semester and pushed into fall. However, President Papazian noted that she has vetoed the policy that would have extended the suspension at SJSU through the fall. The RTP memo has been placed in range elevation packets and in dossiers.

It appears that area F courses must include the departments by name. Some CCC's have been told that Chicano/Chicanx departments don't meet the requirements.

c. Vice President for Administration and Finance (VPAF):

Questions:

We are preparing for the senate budget presentation and are meeting this week in the budget advisory committee to finalize some details.

Q: I understand that you hired a new bursar. Are there plans for streamlining how the Bursar's Office works?

A: There will be a lot better and more collaborative approach.

d. AS President:

AS is waiting for the permit approval to move back into the AS House. AS is hosting a virtual Harvest Festival. AS received a grant for the Child Development Center (CDC) of \$7,000 for Personal Protective Equipment (PPE).

AS just hired a new Director of Business Affairs. AS has just established their Elections Committee.

AS just finished their annual financial audit. We are still waiting for the president to approve the AS operating agreement and budget.

Questions:

Q: I know you attended the California State Student Association (CSSA) meeting

this weekend, was there anything new?

A: Just the discussions about AB1460.

e. Vice President for Student Affairs (VPSA):

There has been some concern about new surges in COVID cases with winter coming. Since March we have had 51 cases. As we go into the flu season, we will ramp up testing and flu vaccinations. Students will be tested before they can move back into the residence halls and will continue to be tested throughout the semester. There is a website that points to election programming for students [posted in chat: <https://www.sjsu.edu/getinvolved/campus-events/election-programming.php>].

f. Chief Diversity Officer (CDO):

The CDO is working with University Personnel to train MPPs on building anti-racist offices and practices.

Vice President Day and the CDO will be working with students and employees who will establish pre- and post-election workshops, such as how to handle disruptions in the classroom, the red folder, and other similar workshops.

Empathia will provide drop in sessions for employees. An announcement will come out with a link to the website. UPD will also be working with the committee regarding safety for employees and students pre- and post-election.

6. The meeting adjourned at 1:32 p.m.

These minutes were taken and transcribed by the Senate Administrator, Eva Joice, on October 19, 2020. The minutes were reviewed by Chair Mathur on October 26, 2020. The minutes were approved by the Executive Committee on November 2, 2020.

**SJSU Academic Senate
November 9th, 2020 Consent Calendar**

ADD					
Committee Name	Name	Zip	Phone	Term	Seat (Title)
Campus Planning Board	Kylee Kim	0128	46244	2021	Seat 1 – A.S. Director of Business Affairs
International Programs and Students	Angela Moyano	0128	46244	2021	Seat 1 - Student
International Programs and Students	Dante Zanotto	0128	46244	2021	Seat 2 - Student
Student Evaluation Review Board	Muhammad Aleem	0128	46244	2021	Seat K - Student
Student Fairness Committee	Brenda Le	0128	46244	2021	Seat 4 - Student
Student Fairness Committee	Angela Moyano	0128	46244	2021	Seat 5 - Student
Student Fairness Committee	Kyle Tran	0128	46244	2021	Seat 6 - Student
Student Success Committee	Sachi Tolani	0128	46244	2021	Seat G – Graduate/Undergraduate Student
Transit, Traffic, & Parking	Victor Liu	0128	46244	2021	Seat 1 - Student
University Library Board	Victor Liu	0128	46244	2021	Seat 2 – Undergraduate Student

Remove					
Committee Name	Name	Zip	Phone	Term	Seat (Title)
Campus Planning Board	Raj Shah	0128	46244	2021	Seat 1 – A.S. Director of Business Affairs
Organization & Government	Flor Rebeca Jimenez	0128	46244	2021	Seat 1 – Student Senator

1 **SAN JOSÉ STATE UNIVERSITY**
2 **Academic Senate**
3 **Instruction and Student Affairs Committee**
4 **November 9, 2020**
5 **Final Reading**
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AS 1785

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10 **POLICY RECOMMENDATION**
11 **Amendment B to University Policy S17-13**
12 **Undergraduate Student Honors at SJSU**

13 **Whereas:** S17-13 was written in such a manner that students in certain majors in
14 multidisciplinary departments are unable to receive honors because there
15 is not sufficient commonality in the programs to justify honors at the
16 departmental level; and
17

18 **Whereas:** All degree programs should have the opportunity to create an honors
19 track within their program; therefore be it
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21 **Resolved:** That S17-13 be amended to define honors by the major rather than by
22 department.
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25 **Policy Recommendation**
26 **Amendment B to University Policy S17-13**
27 **Undergraduate Student Honors at SJSU**

28 **1.0 Overview and General Procedures**

29
30 **1.1** In order to encourage and reward outstanding academic
31 achievement of students, San José State University awards honorific
32 designations in these categories:

33
34 2.0 The Semester Honor Roll: President's and Dean's
35 Scholars [3.0 Departmental Major Honors](#)
36 [3.0 Honors in the](#)
37 [Major](#)
38 4.0 Honors in a Special Course
39 Sequence 5.0 Latin Honors at
40 Graduation

41 **1.2** All references to grade point average (GPA) in this
42 document are to a 4.0 letter grading system, as defined in the
43 SJSU catalog.
44

45
46 **~~3.0 Departmental Major Honors~~ Honors in the Major**

47
48 **3.1** Qualifications: ~~Departmental major honors~~ **Honors in the major**
49 are awarded to students who successfully complete an approved
50 program with their major.
51

52 **3.1.1** Each department that elects to have a major
53 honors program should customize the program to
54 its individual discipline.
55

56 **3.1.2** ~~Departmental major honors~~ **Honors in the major** must be
57 approved by the same on-campus mechanisms that are used
58 to approve other academic programs. This includes review by
59 the appropriate college curriculum committee and the relevant
60 curriculum committees of the Academic Senate.
61

62 **3.1.3** Approved ~~departmental major honors programs~~
63 **Honors in the Major** are then filed with the ~~Office of~~
64 ~~Graduate and Undergraduate Programs;~~ **Office of**
65 **Undergraduate Education** which then notifies the
66 appropriate campus agencies to begin implementation.
67

68 **3.2** Criteria for honors in the major programs: honors should be earned by

69 specific honors level work as contrasted to work only in regular classes and
70 should reflect the student's choice to attempt departmental major honors.
71

72 **3.2.1** ~~Departmental major honors~~ Honors in the major should be
73 awarded strictly for academic achievement (GPA and specified
74 coursework).

75
76 **3.2.2** ~~Departmental major honors~~ Honors in the major will be
77 given only to students who distinguish themselves within their
78 department with outstanding academic achievement. Among
79 the methods used to measure this achievement, there must be
80 a component that uses grades earned in the department.

81
82 **3.2.2.1** This may include use of a minimum GPA requirement in the
83 major

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85 **3.2.2.2** This may include use of a minimum GPA
86 requirement in a specified group of ~~departmental~~
87 major courses

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89 **3.2.3** There must be a component of academic work that is
90 unique to the ~~departmental major honors program,~~ Honors in
91 the major (e.g., honors thesis, an honors colloquium, etc.)
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93 **3.2.4** There may be other components as recommended
94 by the department and approved by the relevant
95 committees.

96
97 **3.2.5** Programs must be constructed so as to
98 provide the opportunity for transfer students to
99 participate.

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101 **3.2.6** All indications of ~~departmental major honors~~ Honors
102 in the major prior to successful completion of all
103 requirements must be noted as tentative and dependent
104 upon maintenance of honors standards in the student's
105 final semester.

106 **3.3** Recognition and Privileges

107
108
109 **3.3.1** ~~Departmental major honors~~ Honors in the major status
110 will be shown on the transcript, together with a notation
111 explaining what the designation means.

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113 **3.3.2** ~~Departmental major honors~~ Honors in the major status will
114 be indicated on the official diploma of the student.

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Approved: October 19, 2020
Vote: 14-0-0
Present: Chuang, Delgadillo, French, Gomez Marcelino, Jackson
(non-voting), Khan, Leisenring (non-voting), Rao,
Rollerson, Sen, Sorkhabi, Sullivan-Green, Walker,
Wilson, Wolcott, Yao
Absent: Hill, Walters, Yang
Financial impact: None expected.
Workload impact: No change from current situation.

A copy of S17-13 as it currently reads is as follows on the next page.

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S17-13, University Policy, Undergraduate Student Honors at SJSU (with Amendment A)

Legislative History:

In 1996, F96-5 codified several previous Senate policies on honors, replaced previous University Policies S65-24, F86-5, S93-6, S66-7, F85-9, S86-7, and used forgotten information from supposedly superseded policies F65-12 and F67-10.

On May 15, 2017, the Academic Senate approved AS 1650 (sent to the President for signature as University Policy S17-13) presented by Senator Kaufman for the Instruction and Student Affairs Committee. This policy recommendation was returned unsigned by President Papazian with a request to revisit the GPA level for Summa Cum Laude.

At its meeting of September 18, 2017, the Academic Senate approved an amendment to AS 1650, presented by Senator Sullivan-Green for the Instruction and Student Affairs Committee. This amendment restored the GPA level for Summa Cum Laude to 3.85.

On October 4, 2017, President Mary A. Papazian approved University Policy S17-13.

On April 30, 2018, the Academic Senate approved Amendment A to University Policy S17-13 presented by Senator Khan for the Instruction and Student Affairs Committee.

Amendment A to University Policy S17-13 was approved and signed by President Mary A. Papazian on May 9, 2018. Amendment A changed section 2.7.1 and added section 2.7.3. and is incorporated in the original policy below.

Rescinds and Replaces: F96-5

**UNIVERSITY POLICY
UNDERGRADUATE STUDENT
HONORS AT SJSU**

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- Whereas, San Jose State University's current policy codifying student honors, F96-5, is more than 20 years old; and
- Whereas, Several conditions of F96-5 have not been consistent in their implementation; and
- Whereas, Awarding Honors at Entrance for freshmen based on GPA, ELM, and EPT scores is difficult to implement because they are not awarded until after the student matriculates; and
- Whereas, Determining President's and Dean's Scholars based on a two-semester "block of work" excludes the possibility of entering students earning honors their first semester, causes confusion for students and advisors, and complicates the computing process; and
- Whereas, Students and faculty have requested a means by which honors-level work could be recognized in interdisciplinary course sequences; therefore be it
- Resolved, The attached document rescinds previous policy F96-5 and implements "Undergraduate Student Honors at San Jose State University."
- Rationale: This final reading addresses the issue raised by the President and returns the GPA level for Summa Cum Laude to 3.85. All other components of this policy recommendation were previously (spring 2017) approved by the Senate.

UNDERGRADUATE STUDENT HONORS AT SJSU

1.0 Overview and General Procedures

1.1 In order to encourage and reward outstanding academic achievement of students, San José State University awards honorific designations in these categories:

[2.0 The Semester Honor Roll: President's and Dean's Scholars](#)

[3.0 Departmental Major Honors](#)

[4.0 Honors in a Special Course Sequence](#)

[5.0 Latin Honors at Graduation](#)

1.2 All references to grade point average (GPA) in this document are to a 4.0 letter grading system, as defined in the SJSU catalog.

2.0 The Semester Honor Roll: President's and Dean's Scholars

2.1 Honor Roll designations will be determined twice a year, for the Fall and Spring semesters. Summer and Winter term coursework does not play any role in determining Fall and Spring Honors.

2.2 Only SJSU courses are counted for honor roll calculations. A minimum of 12 letter-graded units (UG) is required to qualify for consideration. Credit ("CR") grades are not counted either in the calculation of grade point average nor towards the 12-unit minimum. Any grades below "C" (2.0) and/or any No Credit ("NC") grades disqualify a student from consideration.

2.3 The determination and transcript notation of honor roll designations shall be done as soon as possible following the census date of the following Fall or Spring semester.

2.4 Semester honors may be awarded retroactively for students who have Incomplete ("I") and/or Report Delayed ("RD") grades that are cleared after honors status reporting per Section 2.2 and 2.3 of this policy. Retroactive honors requests shall be submitted to the Office of Graduate and Undergraduate Programs.

2.5 Any undergraduate student who has earned an SJSU GPA of 4.00 for the Fall or Spring semester shall be deemed to be a President's Scholar for that semester.

2.6 Any undergraduate student who has earned an SJSU GPA of 3.65 or higher GPA shall be deemed to be a Dean's Scholar for that semester.

237 **2.7 Recognition and Privileges**

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239 **2.7.1** All honor roll awards, whether earned for the previous Fall or for
240 the previous Spring, will be recognized by the Office of the Provost.

241
242 **2.7.2** Honor roll status will be shown on the transcript beneath the
243 semester in which it is earned, together with a notation explaining
244 what the designation means.

245
246 **2.7.3** The University shall host an Honors Convocation (at least
247 yearly) overseen by the Office of the Provost.

248
249 **3.0 Departmental Major Honors**

250
251 **3.1** Qualifications: Departmental major honors are awarded to students who
252 successfully complete an approved program with their major.

253
254 **3.1.1** Each department that elects to have a major honors
255 program should customize the program to its individual
256 discipline.

257
258 **3.1.2** Departmental major honors programs must be approved by the
259 same on-campus mechanisms that are used to approve other
260 academic programs. This includes review by the appropriate college
261 curriculum committee and the relevant curriculum committees of the
262 Academic Senate.

263
264 **3.1.3** Approved departmental major honors programs are then
265 filed with the Office of Graduate and Undergraduate
266 Programs, which then notifies the appropriate campus
267 agencies to begin implementation.

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269 **3.2** Criteria for departmental major honors programs: honors should be earned by
270 specific honors level work as contrasted to work only in regular classes and
271 should reflect the student's choice to attempt departmental major honors.

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273 **3.2.1** Departmental major honors should be awarded strictly for academic
274 achievement (GPA and specified coursework).

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276 **3.2.2** Departmental major honors will be given only to students who
277 distinguish themselves within their department with outstanding
278 academic achievement. Among the methods used to measure this
279 achievement, there must be a component that uses grades earned in
280 the department.

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282 **3.2.2.1** This may include use of a minimum GPA requirement in the major

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3.2.2.2 This may include use of a minimum GPA requirement in a specified group of departmental major courses

3.2.3 There must be a component of academic work that is unique to the departmental major honors program, (e.g., honors thesis, an honors colloquium, etc.)

3.2.4 There may be other components as recommended by the department and approved by the relevant committees.

3.2.5 Programs must be constructed so as to provide the opportunity for transfer students to participate.

3.2.6 All indications of departmental major honors prior to successful completion of all requirements must be noted as tentative and dependent upon maintenance of honors standards in the student’s final semester.

3.3 Recognition and Privileges

3.3.1 Departmental major honors status will be shown on the transcript, together with a notation explaining what the designation means.

3.3.2 Departmental major honors status will be indicated on the official diploma of the student.

4.0 Honors in a Special Course Sequence

4.1 Qualifications: Honors in a Special Course Sequence (SCS) are awarded to students who successfully complete an approved SCS honors program.

4.1.1 SCSs are unique course sequences outside of a major program, which provide students with an interdisciplinary perspective on topics of broad interest. By their nature, SCSs require curricular oversight and subject expertise across departments and/or colleges.

SCSs are subject to the same unit minima as minors.

4.1.2 Honors requirements for a SCS must be approved by the same on-campus mechanisms used to approve other academic programs. This includes review by the appropriate college curriculum committee(s) and the relevant curriculum committees of the Academic Senate.

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4.1.3 Approved SCS honors programs are then filed with the Office of Graduate and Undergraduate Programs (GUP), which then notifies the appropriate campus agencies to begin implementation.

4.2 Criteria for SCS honors: honors should be earned by specific honors level work in the designated SCS.

4.2.1 SCS honors should be awarded strictly for academic achievement (GPA and specified coursework).

4.2.2 SCS honors will be given only to students who distinguish themselves within their SCS with outstanding academic achievement. Among the methods used to measure this achievement, there must be a component that uses grades earned in the SCS.

4.2.2.1 This may include use of a minimum GPA requirement in the SCS

4.2.3 There may be other components as recommended by the coordinating body and approved by the relevant committees.

4.2.4 All indications of SCS honors prior to successful completion of all requirements must be noted as tentative and dependent upon maintenance of honors standards in the student's final semester.

4.3 Recognition and Privileges

4.3.1 SCS honors status will be shown on the transcript, together with a notation explaining what the designation means.

4.3.2 SCS honors status will be indicated on the official diploma of the student.

5.0 Latin Honors at Graduation

5.1 Qualifications

5.1.1 The Latin honors designations depend upon the achievement of a high grade point average at graduation in each of two categories:

5.1.1.1 An "All College" GPA, which reflects all graded, accredited baccalaureate work and assures that the honor is bestowed for outstanding achievement in the earning of the entire degree; and

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5.1.1.2 The “SJSU cumulative” GPA, which reflects all graded collegiate work at this university and assures that the honor (also) reflects outstanding achievement in work completed at SJSU.

5.1.1.3 Each average will include work completed during the semester immediately preceding graduation. Graduation programs will note that indications of honor awards are tentative and depend on maintenance of honors standards in the student's final semester.

5.1.2 Any undergraduate student who has earned a 3.85 or higher GPA (both All College and SJSU Cumulative), shall graduate Summa Cum Laude.

5.1.3 Any undergraduate student who has earned a 3.70 or higher, but less than 3.85, GPA (both All College and SJSU Cumulative), shall graduate Magna Cum Laude.

5.1.4 Any undergraduate student who has earned a 3.50 or higher, but less than 3.70, GPA (both All College and SJSU Cumulative), shall graduate Cum Laude.

5.2 Recognition and Privileges

5.2.1 All those earning Latin honors shall be authorized to wear a symbol on their academic regalia, which shall be chosen by an appropriate Academic Senate committee.

5.2.2 Latin honors status will be indicated on the transcript, together with a key explaining what the designation means.

5.2.3 Latin honors status will be indicated on the official diploma of the student.

I&SA vote on original policy:

Approved: April 3, 2017
Vote: 11-0-0
Present: Kaufman (Chair), Walters, Yao, Simpson, Miller, Wilson, Nash, Perea, Mendoza, Spica, Sen, Bruck (non-voting)
Financial impact: None
Workload impact: The result of this policy would be a decrease in the number of students receiving honors (elimination of Honors at Entrance) and potentially smaller numbers of Latin honors designations due to higher GPA requirements. Semester honors designations will be

421 determined on a shorter time scale, but by eliminating the use of
422 the past 3 semesters work, fewer total honors designations are
423 likely.

424
425 I&SA vote on amendment:

426
427 Approved: September 11, 2017
428 Vote: 14-0-1
429 Present: Bullen, Busick, Gill, Hill, Khan, Nash, Ng, Sen, Simpson, Sofish,
430 Sullivan-Green, Trousdale, Walters, Wilson, Yao
431 Absent: Grindstaff, Hospidales, Kinney, Manzo
432 Financial impact: None expected
433 Workload impact: No change from current situation

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1 **SAN JOSÉ STATE UNIVERSITY**
2 **Academic Senate**
3 **Instruction and Student Affairs Committee**
4 **November 9, 2020**
5 **First Reading**
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AS 1787

9
10 **POLICY RECOMMENDATION**
11 **Adding Classes After Advance Registration**

12 **Rescinds:** S93-7

13
14 **Whereas:** There may not be sufficient class sections and seats to accommodate our
15 students; and

16
17 **Whereas:** This lack of space can slow the progress toward graduation for our
18 students; and

19
20 **Whereas:** SJSU has historically used the waitlists only up to the end of Advance
21 Registration; and

22
23 **Whereas:** Automated waitlists provide clarity for students and faculty, and ensure
24 consistency in enrollment procedures across courses; and

25
26 **Whereas:** Faculty spend a significant amount of time managing student enrollment
27 after Advance Registration through the use of permission codes;
28 therefore be it

29
30 **Resolved:** That S93-7 be rescinded and the following be adopted.
31
32
33

34 **POLICY RECOMMENDATION**
35 **Adding Classes After Advance Registration**
36

37 When demand for a course exceeds the enrollment cap for the course, students who
38 wish to enroll may place themselves on a waitlist. When a department elects to use
39 waitlists to automatically enroll courses, students who are on the waitlist will be
40 automatically enrolled up to the enrollment cap of the course when a space becomes
41 available.

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43 Departments, in consultation with the Office of Undergraduate Studies and/or the
44 College of Graduate Studies, may opt out of using waitlists for select courses both
45 during Advance Registration and after the term begins.

46
47 Waitlists will remain active for 9 days from the first day of instruction for the semester
48 and will continue to automatically enroll courses to their enrollment caps from the
49 waitlist. The waitlists will remain active for the Add Period for the Winter and Summer
50 sessions.

51
52 The students on waitlists will primarily be ordered based on the date a student signed
53 up for the waitlist, though the waitlists will be adjusted to give priority to graduating
54 seniors. Due to this adjustment, a student's order on the waitlist may change over time.

55
56 Graduating seniors will be given priority to enroll in courses from the waitlists.
57 Graduating seniors are defined as those who have an approved graduation application
58 on file for the current term or the subsequent two terms, including the summer term.
59 Graduating seniors will be moved to the top of waitlists on an ongoing basis, both during
60 Advance Registration and after the term begins.

- 61 • Graduating seniors must have an approved graduation application on file for the
62 current or subsequent two terms in order to be moved to the top of the waitlist.
- 63 • When multiple graduating seniors are moved to the top of the list, they will be
64 ordered based on the time they signed up for the waitlist.
- 65 • Graduating seniors must meet all necessary conditions for the waitlist.

66
67 Waitlists will be used to automatically enroll a course up to the enrollment cap. Students
68 who are on the top of waitlist may not be enrolled if they are not able to satisfy all
69 necessary conditions. These conditions may include the following:

- 70 • Waitlisted students will not be enrolled if they are enrolled in another section of
71 the course.
- 72 • Waitlisted students will not be enrolled if they have a time conflict with another
73 course.
- 74 • Waitlisted students will not be enrolled if the additional units will cause the
75 student to exceed any maximum-unit limit that applies to the student, such as
76 first-semester freshman, first-semester-transfer students, or those on academic
77 probation, etc.

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Approved: November 2, 2020
Vote: 12-0-0
Present: Delgadillo, French, Gomez Marcelino, Hill, Jackson (non-voting), Lee, Leisenring (non-voting), Rao, Rollerson, Sen, Sorkhabi, Sullivan-Green, Walker, Wilson, Yang, Yao
Absent: Chuang, Khan, Walters, Wolcott
Financial impact: Some resources will be needed to program the software to manage the new process.
Workload impact: Workload is anticipated to be eased for faculty at the start of the semester.

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S17-13, University Policy, Undergraduate Student Honors at SJSU (with Amendment A)

Legislative History:

In 1996, F96-5 codified several previous Senate policies on honors, replaced previous University Policies S65-24, F86-5, S93-6, S66-7, F85-9, S86-7, and used forgotten information from supposedly superseded policies F65-12 and F67-10.

On May 15, 2017, the Academic Senate approved AS 1650 (sent to the President for signature as University Policy S17-13) presented by Senator Kaufman for the Instruction and Student Affairs Committee. This policy recommendation was returned unsigned by President Papazian with a request to revisit the GPA level for Summa Cum Laude.

At its meeting of September 18, 2017, the Academic Senate approved an amendment to AS 1650, presented by Senator Sullivan-Green for the Instruction and Student Affairs Committee. This amendment restored the GPA level for Summa Cum Laude to 3.85.

On October 4, 2017, President Mary A. Papazian approved University Policy S17-13.

On April 30, 2018, the Academic Senate approved Amendment A to University Policy S17-13 presented by Senator Khan for the Instruction and Student Affairs Committee.

Amendment A to University Policy S17-13 was approved and signed by President Mary A. Papazian on May 9, 2018. Amendment A changed section 2.7.1 and added section 2.7.3. and is incorporated in the original policy below.

Rescinds and Replaces: F96-5

**UNIVERSITY POLICY
UNDERGRADUATE STUDENT
HONORS AT SJSU**

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133 Whereas, San Jose State University's current policy codifying student honors, F96-5, is
134 more than 20 years old; and

135 Whereas, Several conditions of F96-5 have not been consistent in their implementation;
136 and

137 Whereas, Awarding Honors at Entrance for freshmen based on GPA, ELM, and EPT
138 scores is difficult to implement because they are not awarded until after the
139 student matriculates; and

140 Whereas, Determining President's and Dean's Scholars based on a two-semester "block of
141 work" excludes the possibility of entering students earning honors their first
142 semester, causes confusion for students and advisors, and complicates the
143 computing process; and

144 Whereas, Students and faculty have requested a means by which honors-level work
145 could be recognized in interdisciplinary course sequences; therefore be it
146

147 Resolved, The attached document rescinds previous policy F96-5 and implements
148 "Undergraduate Student Honors at San Jose State University."
149

150 Rationale: This final reading addresses the issue raised by the President and returns the
151 GPA level for Summa Cum Laude to 3.85. All other components of this policy
152 recommendation were previously (spring 2017) approved by the Senate.

UNDERGRADUATE STUDENT HONORS AT SJSU

1.0 Overview and General Procedures

1.1 In order to encourage and reward outstanding academic achievement of students, San José State University awards honorific designations in these categories:

[2.0 The Semester Honor Roll: President's and Dean's Scholars](#)

[3.0 Departmental Major Honors](#)

[4.0 Honors in a Special Course Sequence](#)

[5.0 Latin Honors at Graduation](#)

1.2 All references to grade point average (GPA) in this document are to a 4.0 letter grading system, as defined in the SJSU catalog.

2.0 The Semester Honor Roll: President's and Dean's Scholars

2.1 Honor Roll designations will be determined twice a year, for the Fall and Spring semesters. Summer and Winter term coursework does not play any role in determining Fall and Spring Honors.

2.2 Only SJSU courses are counted for honor roll calculations. A minimum of 12 letter-graded units (UG) is required to qualify for consideration. Credit ("CR") grades are not counted either in the calculation of grade point average nor towards the 12-unit minimum. Any grades below "C" (2.0) and/or any No Credit ("NC") grades disqualify a student from consideration.

2.3 The determination and transcript notation of honor roll designations shall be done as soon as possible following the census date of the following Fall or Spring semester.

2.4 Semester honors may be awarded retroactively for students who have Incomplete ("I") and/or Report Delayed ("RD") grades that are cleared after honors status reporting per Section 2.2 and 2.3 of this policy. Retroactive honors requests shall be submitted to the Office of Graduate and Undergraduate Programs.

2.5 Any undergraduate student who has earned an SJSU GPA of 4.00 for the Fall or Spring semester shall be deemed to be a President's Scholar for that semester.

2.6 Any undergraduate student who has earned an SJSU GPA of 3.65 or higher GPA shall be deemed to be a Dean's Scholar for that semester.

198 **2.7 Recognition and Privileges**

199
200 **2.7.1** All honor roll awards, whether earned for the previous Fall or for
201 the previous Spring, will be recognized by the Office of the Provost.

202
203 **2.7.2** Honor roll status will be shown on the transcript beneath the
204 semester in which it is earned, together with a notation explaining
205 what the designation means.

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207 **2.7.3** The University shall host an Honors Convocation (at least
208 yearly) overseen by the Office of the Provost.

209
210 **3.0 Departmental Major Honors**

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212 **3.1** Qualifications: Departmental major honors are awarded to students who
213 successfully complete an approved program with their major.

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215 **3.1.1** Each department that elects to have a major honors
216 program should customize the program to its individual
217 discipline.

218
219 **3.1.2** Departmental major honors programs must be approved by the
220 same on-campus mechanisms that are used to approve other
221 academic programs. This includes review by the appropriate college
222 curriculum committee and the relevant curriculum committees of the
223 Academic Senate.

224
225 **3.1.3** Approved departmental major honors programs are then
226 filed with the Office of Graduate and Undergraduate
227 Programs, which then notifies the appropriate campus
228 agencies to begin implementation.

229
230 **3.2** Criteria for departmental major honors programs: honors should be earned by
231 specific honors level work as contrasted to work only in regular classes and
232 should reflect the student's choice to attempt departmental major honors.

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235 achievement (GPA and specified coursework).

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238 distinguish themselves within their department with outstanding
239 academic achievement. Among the methods used to measure this
240 achievement, there must be a component that uses grades earned in
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3.2.2.2 This may include use of a minimum GPA requirement in a specified group of departmental major courses

3.2.3 There must be a component of academic work that is unique to the departmental major honors program, (e.g., honors thesis, an honors colloquium, etc.)

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SCSs are subject to the same unit minima as minors.

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4.1.3 Approved SCS honors programs are then filed with the Office of Graduate and Undergraduate Programs (GUP), which then notifies the appropriate campus agencies to begin implementation.

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5.0 Latin Honors at Graduation

5.1 Qualifications

5.1.1 The Latin honors designations depend upon the achievement of a high grade point average at graduation in each of two categories:

5.1.1.1 An “All College” GPA, which reflects all graded, accredited baccalaureate work and assures that the honor is bestowed for outstanding achievement in the earning of the entire degree; and

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5.1.1.2 The “SJSU cumulative” GPA, which reflects all graded collegiate work at this university and assures that the honor (also) reflects outstanding achievement in work completed at SJSU.

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5.1.2 Any undergraduate student who has earned a 3.85 or higher GPA (both All College and SJSU Cumulative), shall graduate Summa Cum Laude.

5.1.3 Any undergraduate student who has earned a 3.70 or higher, but less than 3.85, GPA (both All College and SJSU Cumulative), shall graduate Magna Cum Laude.

5.1.4 Any undergraduate student who has earned a 3.50 or higher, but less than 3.70, GPA (both All College and SJSU Cumulative), shall graduate Cum Laude.

5.2 Recognition and Privileges

5.2.1 All those earning Latin honors shall be authorized to wear a symbol on their academic regalia, which shall be chosen by an appropriate Academic Senate committee.

5.2.2 Latin honors status will be indicated on the transcript, together with a key explaining what the designation means.

5.2.3 Latin honors status will be indicated on the official diploma of the student.

I&SA vote on original policy:

Approved: April 3, 2017

Vote: 11-0-0

Present: Kaufman (Chair), Walters, Yao, Simpson, Miller, Wilson, Nash, Perea, Mendoza, Spica, Sen, Bruck (non-voting)

Financial impact: None

Workload impact: The result of this policy would be a decrease in the number of students receiving honors (elimination of Honors at Entrance) and potentially smaller numbers of Latin honors designations due to higher GPA requirements. Semester honors designations will be

382 determined on a shorter time scale, but by eliminating the use of
383 the past 3 semesters work, fewer total honors designations are
384 likely.

385
386 I&SA vote on amendment:

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388 Approved: September 11, 2017
389 Vote: 14-0-1
390 Present: Bullen, Busick, Gill, Hill, Khan, Nash, Ng, Sen, Simpson, Sofish,
391 Sullivan-Green, Trousdale, Walters, Wilson, Yao
392 Absent: Grindstaff, Hospidales, Kinney, Manzo
393 Financial impact: None expected
394 Workload impact: No change from current situation
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1 **SAN JOSÉ STATE UNIVERSITY**
2 **Academic Senate**
3 **Professional Standards Committee**
4 **November 9, 2020**
5 **Final Reading**

AS 1788

6 **POLICY RECOMMENDATION**

7 **Amendment B to University Policy, S18-15, Alcohol and Drug Abuse Prevention**
8 **Committee (ADAPC) to Update the Membership of the Committee**
9

10 **Amends:** University Policy S18-15

11
12 **Effective:** Fall 2020
13

14
15 **Whereas:** The Alcohol and Drug Abuse Prevention Committee has proposed
16 changes to its charge and membership, and
17

18 **Whereas:** SJSU's attention to issues surrounding health and wellness highlights the
19 importance of providing the campus with a resource that can support and
20 facilitate efforts to provide education and support services in the areas of
21 alcohol and drug abuse, and
22

23 **Whereas:** A special agency is particularly well suited to service that brings together
24 knowledgeable individuals who can inform the work of the committee as
25 well as convey information to their respective programs, and
26

27 **Whereas:** Members with expertise and direct engagement with campus programs
28 and initiatives in the areas of alcohol and drug abuse are needed for
29 effective outreach and communication, therefore be it
30

31 **Resolved:** That the Assistant Director of International Student Services (ISS) be
32 replaced with the International Programs Manager (IPM) in ISSS, whose
33 work directly intersects with the goals and mission of this committee.
34

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36 **Approved:** October 19, 2020

37 **Vote:** 12-0-0

38 **Present:** Altura, de Bourbon, Grosvenor, Higgins, Jimenez, Maciejewski,
39 McClory, Millora, Okamoto, Sasikumar, Thompson, Taylor

40 **Absent:** None

41 **Financial Impact:** None

42 **Workload Impact:** None

7 **Senate Management Resolution**

8 **Amends SM-F15-4, Modification of the Graduate Studies and Research**
9 **Committee Membership**

- 10 **Whereas:** Administrative changes have resulted in the reorganization of the Office of
11 Research, and
- 12 **Whereas:** The responsibilities of the Graduate Studies and Research Committee include
13 matters specific to the conduct of research; and
- 14 **Whereas:** The Graduate Studies and Research Committee includes an ex officio voting
15 seat for the Director, Office of Sponsored Programs, however, the Director's
16 expertise is related to budgetary issues—vital in the proposal and review stage
17 of grants, and their presence is not necessary for all issues considered by the
18 Graduate Studies and Research Committee, and
- 19 **Whereas:** The position of Associate Dean, Office of Research has been terminated, and
20 the associated tasks assigned to the Director of Research Development, whose
21 expertise is relevant to the work, particularly in research-based areas, of the
22 Graduate Studies and Research Committee, therefore be it
- 23 **Resolved:** That the ex officio voting seat for the Director, Office of Sponsored Programs, be
24 replaced by an ex officio non-voting seat, and be it
- 25 **Resolved:** That the ex officio seat for the Associate Dean, Office of Research be
26 replaced by an ex officio seat for the Director of Research Development
27 on the Graduate Studies and Research Committee.
- 28 **Rationale:** By this change, the Director of the Office of Sponsored Programs is enabled to
29 attend the meetings of the Graduate Studies and Research Committee when
30 issues within their sphere of expertise are being discussed, but their absence
31 would not affect the quorum for the committee. Furthermore, the Director of
32 Research Development handles many of the functions performed by the
33 Associate Dean for Research, including support for faculty finding appropriate
34 extramural funding opportunities, help with proposal development as well as
35 aiding the creation of multi-disciplinary teams to pursue extramural funding, and
36 the Director's inclusion is therefore essential to the Graduate Studies and
37 Research Committee.

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Approved: October 19, 2020
Vote: 12-0-0
Present: Altura, de Bourbon, Grosvenor, Higgins, Jimenez, Maciejewski,
McClory, Millora, Okamoto, Sasikumar, Taylor, Thompson
Absent: None.
Financial Impact: None expected.
Workload Impact: No change.