

2023-2024 Academic Senate Minutes
September 11, 2023

I. Call to Order and Roll Call:

The meeting was called to order at 2:04 p.m. Forty-six senators were present. Chair Sasikumar took roll call as a ceremonial touch.

Ex Officio: Present: Multani, Rodan, Multani, Rodan, Sasikumar, Van Selst, Kataoka	CHHS Representatives: Present: Baur, Chang, Sen Absent: Smith
Administrative Representatives: Present: Day, Del Casino, Faas, Lee, Teniente-Matson	COB Representatives: Present: Chen
Deans/AVPS: Present: d'Alarcao, Kaufman, Meth, Shillington	COED Representatives: Present: Mathur, Muñoz-Muñoz, Sullivan-Green
Students: Present: Brown, Gambarin, Guzman, Lascon, Tikawala	ENGR Representatives: Present: Wong Absent: Kao
Alumni Representative: Absent: <i>Vacant</i>	H&A Representatives: Present: Frazier, Lee Absent: Han
Emeritus Representative: Present: Jochim	COS Representatives: Present: French, Heindl, Shaffer Absent: Muller
Honorary Representatives: Present: Lessow-Hurley, Peter Absent: Buzanski,	COSS Representatives: Present: Hart, Haverfield, Pinnell, Raman
General Unit Representatives: Present: Flandez, Johnson, Masegian, Pendyala, Velarde	

II. Land Acknowledgement:

Senator Lessow-Hurley read the history of the land acknowledgment and Senator Kataoka presented the land acknowledgment.

Chair Sasikumar took a moment to thank Senators Lessow-Hurley & Peter's for the work they do. Work that is not a requirement but they do with so much joy & kindness.

Chair Sasikumar welcomed everyone and announced the meeting was being recorded for the purposes of note-taking and would be destroyed after.

Chair Sasikumar acknowledged the date, September 11th, as we now have senators who were not born on September 11th, 2001. We remember Captain Jason Dahl, who graduated from SJSU in Aeronautic Operations in 1980. Captain Dahl, piloted United Flight 93 which crashed in a field in Pennsylvania rather than a densely populated area in Washington D.C. sparing many lives.

Chair Sasikumar informed everyone about the death of former chair of the Senate, Bobby Goldenberg who passed away in the last week of August. Thanks to another former chair, Bethany Shiflett we learned of this news. The Senate was able to send a floral arrangement and per the wishes of her family, a donation will be made to the preferred charity of her choice. A moment of silence was taken for the lives lost.

III. Approval of Academic Senate Minutes –

None

Chair Sasikumar expressed a warm welcome to our new senators and an extra special welcome to our student Senators. She also shared a few updates about the Senate office. Senate administrator, Eva Joice, has been on leave for several weeks; she is extremely knowledgeable about Senate procedures. Her absence has meant that the learning curve for her, as the new chair, has been steeper than usual. Eva's absence is also the reason why there are no minutes included with the senate packer that was sent out. The minutes are in preparation and will be included as soon as possible.

IV. Communications and Questions –

A. From the Chair of the Senate:

Chair Sasikumar acknowledged some may have encountered delays in delays with the Senate Office. She took responsibility for this and any inconvenience

anyone may have experienced. She encouraged people to reach out directly if something needs to be addressed right away.

Chair Sasikumar announced the Senate office has hired a student assistant whom the Senate will meet in the next Senate meeting scheduled for October 2nd.

Chair Sasikumar announced there are plans to redesign the Senate website which would come as a great relief to many. This is in the works.

Chair Sasikumar announced there will be a group photograph which she learned is a tradition on the first day of the academic year. A photograph has not been taken in a while as the Senate had not met in person for some time. The photographer would be arriving around 3 pm which would be the time the break would be held. For this reason, a longer break would be given and in the future, the breaks will be ten minutes.

Chair Sasikumar thanked the guests who were present for the meeting. Some of them have also contributed to the SMR, and their work is thanked. She reminded the guests that we were happy they were present but they could not speak unless recognized by the Chair. Colleagues who worked on the SMR were bringing it as a final reading which meant a Q&A period would be held and then we would move on to debate and vote on it. This resolution deals with the membership of the Senate itself, and so it concerns everyone. She urged everyone to keep their comments and questions germane to the resolution.

Chair Sasikumar also mentioned the other amendment to the policy that would be considered today which concerned retention, tenure, and promotion as well as clarifying the role of the Provost in the process. She also mentioned many of her colleagues would be submitting their dossiers in the upcoming week and she took a moment to wish all of those going up the best of luck.

Chair Sasikumar announced that on September 14, there will be a budget summit in the Hammer Theater at 1 pm. This will be an opportunity for the Senate to represent their constituents. Those unable to attend should use the email form that was sent on September 7th to submit their questions. The budget summit is co-hosted by a Senate committee, the Budget Advisory Committee which is co-chaired by AVC Heart and CFO Charlie Fass who would be presenting and providing an update during today's meeting. The BAC, Budget Advisory Committee meets on a regular basis to review reports related

to the budget, identifies areas of concern, and provides feedback and input on priorities and solutions.

Chair Sasikumar announced the Senate has a new email address, senate@sjsu.edu. Please use it for all correspondence. This email comes to her and the admins which assures someone will open it and read it. This email address will also serve as a permanent archive for all the Senate mail.

Chair Sasikumar reminded all who came in late to please sign in so they could get credit for it.

No questions or comments.

B. From the President:

AVC Katoka projected President Teniente-Matson's presentation.

President Teniente-Matson offered her moments of remembrance about the importance of September 11th. This day has become more personal to her because when she was working at Texas A&M in San Antonio they had an element of the Callaway pear tree that was the only surviving tree on the ground of the World Trade Center. This was more special because it was presented to the university by the children of deceased firefighters and law enforcement officers.

The first slide in her presentation was titled Recent Engagements. President Teniente-Matson wanted all to be aware that she is out in the community both on the campus and externally, at any number of events on behalf of the university sharing the accolades of the things that are going on in our community.

President Teniente-Matson took a moment to introduce Travis Boyce, a guest in today's meeting. Travis Boyce is the new appointee for the faculty athletic group and has jumped ahead into his role and responsibility. She shared a couple of things that Travis has already done in his short tenure on the job. He has established a set of goals and priorities for the academic year and we all will hear from him at some point in each semester when he returns and presents to the full Senate.

President Teniente-Matson mentioned there has been a lot going on in terms of her meetings out in the community with staff and faculty but one of the things

she has been asked about in the community is what is going on with the conference realignment in athletics. There have been a number of meetings on this subject but she does not have the answers for us today and wants us all to be aware they are still talking about this and we are part of the ongoing national conversation.

The second slide in her presentation was titled Upcoming Dates to Remember. President Teniente-Matson mentioned some dates that we should remember for this semester. Chair Sasikumar referenced the budget summit that is coming up on the 14th. She has met with the Steering Committee which is comprised by the Chair and Provost who lead it along with several other members. Her intent with this group is to review updates to the mission, vision, and value statements. As they move through that body of work they will then proceed with the goals and action plans.

President Teniente-Matson let everyone know about the Martin Luther King Library Celebration which is coming up on September 20th. There are many who have been here that long, it will be 20 years.

President Teniente-Matson let everyone know that for Hispanic Heritage Month, we are kicking off a number of events to celebrate what it means to us to be a Hispanic-serving institution.

President Teniente-Matson let everyone know that Legacy Month is coming up in October and we will commemorate Tommie Smith and John Carlos.

The third slide in her presentation was called Points of Pride. President Teniente-Matson let everyone know we have spent a lot of time in the news with good news stories. In case we missed it, on May 15th, the Wall Street Journal reported top colleges for high-paying careers. Our graduates were landing at the top of the salary scale for coming into the professions of accounting, marketing, data science, engineering, and software engineering. It is a very impressive placement amongst all universities in the United States.

President Teniente-Matson mentioned we have also maintained our ranking in Money magazine with four and a half out of five stars in one of the best American colleges that came out in June.

President Teniente-Matson also shared that in the U.S. News and World Report rankings from the summer we ranked number sixteen in the best colleges in the West for regional universities.

President Teniente-Matson mentioned one of the things she mentioned in her Fall opening as well with the mayor and other elected officials is in regards to San Jose State and our future. In her view, San Jose State is in the epicenter of the future and we must review how we think about artificial intelligence. There are changes that are happening in the world around machine learning and other related disciplines which is why this is a consistent subject with elected officials.

The fourth, fifth, and sixth slides were titled Themes for Priorities. President Teniente-Matson shared the first one Holistic Student Academic Success. She had Senator Day share a few words about our enrollment targets. The second one was Leading the Campus (transparency) to a Sustainable and Balanced Budget. President Teniente-Matson mentioned we are all focused on learning more and providing more engagement around the budget planning models that are being considered for our university. The third one was Rebuilding a Culture of Caring, Trust, and Inclusivity. President Teniente-Matson mentioned this is where we're doing our work around the Cozen assessment and the California state audit whose reports are out. Our assessment committee has been formed and they have begun meeting. DHR & Title IX will also be combining and moving under VP Lisa Millora. Fourth was Best in Class: Institutional Values and Strategic Plan Recalibration. Besides looking at a strategic plan we are looking at areas where we need to improve our communications. The fifth and final one was the Business of Running the University. Some areas that we're tackling this year are looking at our brand consistency, building our brand, and brand recognition. Other areas are classroom technology, campus safety, and emergency preparedness.

President Teniente-Matson concluded her formal report, opened the floor for questions, and mentioned she would then call up Provost Del Casino to talk about the budget and how we are addressing some faculty hiring questions.

Questions and Comments:

Q: What is the current status of tenure track & tenure line hiring? And, is the President's Office monitoring this? Will there be less hiring this year and how does this impact mid to long-term hires?

A: (President Teniente-Matson called up Provost Del Casino) For the last 5 years we have been ahead of the entire system. We have gone from a campus in 2016 of 696 headcount tenure track faculty to 744 this year. The density has remained the same. We definitely will have fewer tenure-track hires this year compared to the last several years but this does not mean we're necessarily going to slip. We've done better in retention and have put efforts into counteroffers and other things like this to retain faculty.

Q: How does our tenure density compare to the tenure densities of other campuses?

A: (From Provost Del Casino) I tried obtaining those numbers this morning, but I don't know exactly where we are. We are not at the top of the pack, we dropped but are coming back up. We're not dramatically lower than the rest of the system. We have one of the highest numbers of tenure track faculty in the system in total headcount. (President Teniente-Matson) This is also an area that the Budget Advisory Committee could take a deeper look in theory throughout the course of the academic year.

Q: Can you please expand on the Assessment Committee?

A: The group I was talking about is DHR; we are combining the offices of Title IX and DHR, based on the assessments that came from the Cozen report.

Q: Questions based on the Cozen report. Page 46, one recommendation was the University Prevention Education Oversight Committee. Do you have any idea where they should reside and who decides? And page 47, conduct concern. How will we be defining conduct? Could this become a standard item on the Senate agenda?

A: We have an implementation committee that has convened and has begun meeting and some of the items worked on are related to the questions you have asked. It would be premature for me to be able to answer those questions but I did take notes on the items you mentioned and will go back and follow back with you in email either myself or Lisa Millora.

Q: Will you commit to hiring tenure-track counseling faculty?

A: I do not know all the history but I will come back with an answer. (From Patrick Day) We have a plan to hire more counselors in this space and I would be happy to have this deeper discussion. It is our intention to hire additional counselors in the space as we build out toward what we anticipate will be a ration-based allotment of therapists. I am in conversation with my AVP in that

space and we will begin the process year by year but it may be at least 2 years to hire more therapists for that particular counseling and psychological services.

C: (Sen Johnson) We have not hired a tenure track counselor in over 6 years. Most of the hires have been temp hires; the majority that are hired are MFT LPCs that are capped at a master's level of training and education. What we do is not valued in the RTP process which is why there are a lot of things that need to be worked out. Having tenure-track counselors who are part of the community, and who are part of the committees can make this community safer. And we would love to have these meetings and be in these conversations.

Q: Status of Advising. Will you and the cabinet or other members, not just in the units, but thinking about it from a holistic perspective, discuss developing plans on how we can actually move our student advising at the undergraduate level into a more collaborative, transformational space to improve our student experiences?

A: Thank you for bringing this to my attention. These are some conversations we have had. One of the ways I would describe this is really also looking at the whole student journey, the whole student experience. Please share your documents so I can bring this back in a future conversation.

Q: What is the extent the president is reviewing individual hiring questions? RSCA & Tenure-tenure track hiring, if there is a drop off on tenure track will there also be less or at least formal output when it comes to the RSCA Initiative?

A: Not looking at individual hirings for those who do not report to me but I have spoken to the Provost about slowing down until we review the enrollment. In general, there is a slowdown in hiring. (Del Casino) The Provost is working with Deans on the tenure-track hiring, not the President. The RSCA program is expensive and I have had conversations with Charlie about breaking it into the base budget and figuring out how it will work. The ability to hire tenure-track faculty is contingent on some other things. How do we want to organize ourselves to be the campus we want in the future? That's the conversation we have now.

V. Executive Committee Report:

None

A. Consent Calendar

AVC Katoaka presented the Consent Calendar of September 11, 2023. There was no dissent to the consent calendar.

B. Executive Committee Action Items:

AS-1857, Senate Management Resolutions Establishing a Special Committee on Senate Representation, (Final Reading)

Senator Curry and AVC Katoaka presented **AS-1857, Senate Management Resolutions Establishing a Special Committee on Senate Representation, (Final Reading)**. Senator Raman presented an amendment to update deadline line 107 from “Fall 2023” to “February 2024” and include the word “summative” in front of “report.” The amendment was friendly to the body. Senator Flandez presented an amendment to include language that includes someone from the organizational committee in there as a representative on line 81. The Raman amendment was seconded. Senator Raman withdrew her amendment. Senator Mathur presented an amendment to include in line 81 that a faculty member from the Academic Senate. The amendment was friendly to the body. Senator Mathur proposed to replace the word “nomination” with “recommend” throughout the document. The amendment was friendly to the body. Senator Mathur presented an amendment that line 76 be struck and replaced with “recommendations will be presented to the Senate Executive Committee for final approval, a special committee membership.” The amendment was friendly to the body. **The Senate voted and AS-1857 passed as amended (45-0-1)**

VI. Unfinished Business:

None

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

A. Professional Standards Committee (PS):

AS 18XX Amendment L to S15-7, Retention, Tenure, and Promotion for Regular Faculty Employees: Procedures (First Reading)

Senator French presented ***AS 18XX Amendment L to S15-7, Retention, Tenure, and Promotion for Regular Faculty Employees: Procedures (First Reading)***.

Questions:

Q: What is the Provost's opinion of this amendment?

A: It does a great job of clarifying how it happens.

Q: Would there be any objection to moving this to a final reading today to save time on the Senate floor as well as in committee?

A: This was second. It will be done during the debate moving to suspend the rules. Withdrawn

Q: There is no mention of the time in which this meeting should take place.

A: Final decisions are due June 1 so it is after the academic year is over. This is not about an individual but rather having a conversation with the University RTP committee.

Q: Based on 3.6, the President can make the final decision, right?

A: The President could decide at any point to make a decision different than the Provost even if he or she delegated the authority.

Senator Frazier withdrew the proposal to move to the final reading. Senator Del Casino and Senator McKee motioned to suspend the rules to have this go to final reading. The motion was seconded. **The Senate voted and the motion passed (32-0-1). The Senate voted and Amendment AS 18XX passed (32-0-1).**

VIII. Special Committee Reports:

None

IX. New Business:

None

X. State of the University Announcements:

A. Provost

Provost Del Casino announced there will be an organizational change Enrollment Management will now move to the Office of the Provost. This includes the major offices related to admissions, registrar, financial aid, and Mtech, which is enrollment management outreach and so forth. More will be announced in October.

Provost Del Casino spoke about the working group that he asked to look at the entire organization of CPGE as well as several areas that are under Academic Innovation. Their recommendation was to remove from the academic college the things that are not academically oriented. Professional, continuing, and global education will be merging with Academic Innovation. Looking at this right now as a new opportunity to market this campus in innovation, data, and society. The moves are in PACE & Self Support budget.

Provost Del Casino mentioned the President has asked him to look carefully at our impaction strategy and whether or not a full campus impaction makes the most sense in this enrollment climate. The entire campus is impacted and we don't necessarily need impaction in every degree program. We will be looking at this and have some conversations with the system office to understand how we've historically impacted the campus.

Questions:

Q: What is the current status of HonorsX and is it a successful program?

A: I don't think it is a success yet based on how we organized it. The people, faculty, and students are outstanding but it is not to scale. It has been

successful but in our budget environment, it won't be successful if we cannot scale to a certain degree.

Q: Did we get Adobe dollars for this program?

A: Yes, we did get Adobe dollars, and one chunk of it helped pay for HonorsX.

Q: Are there any updates or a timeline in Undergraduate Education?

A: I forgot to talk about this in my conversation about organizational change. I've asked Heather Lattimer to step in as interim vice provost and look into the organization, the team, and the leadership to better understand how to put all these pieces together. So that we've got real clarity of what each one of these offices is doing.

Q: I have heard from other campuses that hundreds of lecturers are being laid off. How are we doing better than other campuses in the CSU? What is unique about San Jose State and the region that we aren't in the same bloodbath that certain other campuses are?

A: We have not seen massive enrollment declines. Our location matters, we have a very strong reputation and we have the most robust portfolio in terms of engineering programs. There are a number of strategic advantages that allow us to compete. And the last thing is the system has not pivoted to alternative markets.

B. Statewide Academic Senators

Senator Curry let everyone know she sent a written report right before the meeting so this would be just highlights.

Senator Curry's first highlight that they did in this year's first of two meetings for the academic senate, was to listen to reports. This was also the last meeting in which interim Chancellor Kester was present and engaged in a discussion which was a type of reprimand. This was in regard to what the administration does when negotiation and bargaining are taking place. One of the resolutions that was submitted by and accepted by FA is that administrators need to talk to our mediators, the people who are bargaining, and not directly in a video.

Senator Curry's other highlight had to do with the very extensive discussion on general education, enrollment, and strategic management. How are we going to envision a new way of providing education in the state of California? Two deputy vice-chancellors that provided for us, Evans & Perez provided us with three

major points that they are looking at in terms of post covid practices. Hybrid meetings are difficult but they can work as they allow for people to participate.

Senator Curry talked about the very interesting discussion in regard to the outcome of the Cozen Report and legislative investigation regarding Title IX practices. She was left with a very interesting concept that was already addressed in the previous work here, and that was the conduct of concern. It is very important for us to think as academics, as we think about enrollment growth, that it is also our responsibility to protect our students and colleagues.

Senator Curry's last remark is that she takes responsibility for what she writes and speaks. It is from her perspective and not from the perspective of her colleagues who are very esteemed senators as well.

C. Chief Diversity Officer

Interim CDO Lee began her presentation with a background slide as it was her first time meeting many of the group. This background slide included information about herself and the scope of her work.

The second presentation slide was titled "Purpose of ODEI." Interim CDO Lee, talked about what they do as an office. They report directly to the president and ensure that the university continues to fulfill our commitments to Title IX. Their work is focused alongside faculty and staff and through programs and initiatives that they all run. They provide workshops for departments focusing on campus-wide issues.

The third presentation slide was titled "Interim CDO Deliverables & Status Updates." Interim CDO Lee mentioned the deliverables that the President, cabinet, and she established when she agreed to take the interim position. She let everyone know where she is on these assigned deliverables.

Questions:

Q: Do you have a strategy to make sure that the timeline doesn't get pushed down the line?

A: We haven't gotten anything yet but once we do we will push. I have been waiting to see that process but I have not experienced it. (Provost) We are now analyzing the pools at multiple levels because we have previously held up

searches as the diversity of the search disappears in between the various layers.

D. Associated Students President

Associated Students President Multani had to leave during the break for a flight. He emailed his remarks to the Senate.

E. Vice President for Administration and Finance

CFO Fass mentioned how he hopes everyone has registered for the budget summit that is coming up this upcoming Thursday. He encouraged those who had registered to register and those who could not attend to send in their comments.

CFO Fass provided updates on the Alquist building which is always a big interest to the group. We put our RFQ out at the end of the spring semester and received six responses. We are in the process of reviewing them and selecting two to four different developers and then put out an RFP to select one of them.

Questions:

Q: Can you explain what RFQ and RFP mean?

A: RFQ is a request for quote which is the first phase and RFP is request for proposal which is the second phase.

Q: Can you remind us what the Alquist building is?

A: The Alquist building is an old, tired state building that's located between 2nd and 3rd Street downtown, a block away from campus. We were gifted this by the state so that we can build faculty, staff, and graduate student housing.

Q: What is the Status of the ISB building?

A: It is complicated, the first five floors are open and we have conditional occupancy on these floors. The fire marshall has not allowed us to occupy the last 3 floors as we have to replace the fire panels we have in the building. We are hoping to be ready to go in December and do the moves in January.

XI. Adjournment:

The meeting adjourned at 5:00 p.m.