

**Executive Committee Minutes (draft)**  
**January 30, 2023**  
**Noon - 1:30 p.m. via Zoom**

Present: Alison McKee (Chair), Karthika Sasikumar, Cynthia Teniente-Matson, Vincent Del Casino, Charlie Faas, Patrick Day, Patience Bryant, Reiko Kataoka, Julia Curry, Nina Chuang, Priya Raman, Hiu Yung Wong, Laura Sullivan-Green, Tabitha Hart, Rachael French

Absent: None

Recorder: Reiko Kataoka, Associate Vice Chair

1. The Meeting Agenda:

A motion was made to move the order of agenda items, bringing "Policy Committee Updates" before the "University Updates" item. It was seconded and approved by the Committee (12-0-0)

2. Consent Agenda:

The committee approved consent agenda items (Consent Calendar of January 30, 2023 and Executive Committee Minutes of November 14, 2022 (12-0-0).

3. Welcome and Introductions:

Chair McKee welcomed President Cynthia Teniente-Matson and Interim Deputy Diversity Officer Patience Bryant to the Executive Committee. Each member's self-introduction followed.

4. Chair's Announcement:

Chair McKee announced that Senate meetings will go back to in-person modality this Spring semester. The first meeting will be on Monday, February the 6th, and the Meeting Packet will be distributed shortly.

5. Update from the President:

President Teniente-Matson shared the work she has done :

- Started the presidency on January the 16th, Martin Luther King Jr. Day.
- Attended meetings including the University Leadership Committee, California State Student Association (CSSA) hosted by SJSU, and Board of Trustees meeting.
- Met community leaders, including Mayor Matt Mahan, Council person Omar Torres, who is a SJSU alumnus, and Supervisor Cindy Chavez.
- Met Associated Students (AS), took interviews from student reporters and editorial board. Will have monthly meetings with the student newspaper and digital media to have transparent and engaging communication. Will also have a media day on 1/31 with local press.
- Attended the African Diaspora Art Exhibit and the BASE (Black Alliance of Scientists and Engineers) event.
- In response to last Friday's incident in Memphis, events were prepared with members of African American communities and students to acknowledge issues

empathically. President acknowledged and thanked UPD Chief Carroll for the note to the campus and the Interim Deputy Diversity Officer Bryant for her work.

President shared immediate priorities::

- First and foremost is enrollment. Next week the University Leadership Council will meet and discuss the enrolment, target, etc. Will look at both state-support and self-support.
- Will visit BAC (Budget Advisory Committee ) to understand the fiscal strategy to move out from the deficit position we are in now that intersects with enrollment. It may be re-structured with more members. It may be more like a Task Force.
- At a Cabinet level, the President will look at the strategic recalibration of the Transformation 2030 plan, with more clarity in our institutional vision, shared values, and goals so that action plans and road maps will be known by the campus community. The goal is to set values before the spring semester ends.
- The leadership team will prepare for the State of the University address of March with discussions on important issues.

Question & Comment from Chair McKee:

Q: Could you talk more about the briefing book that comes from the Cabinet?

A: [President Teniente-Matson] It hasn't been created, but it is common to create a briefing statement that includes an org chart, goals, initiatives, etc. This is for my learning, and I would like the Cabinet to create these statements for me.

C: In its current form, BAC is co-chaired by the Senate Vice Chair Karthika Sasikumar and VP Charlie Faas. My suggestion is to have a conversation with the current co-chairs.

A: [President Teniente-Matson] Thank you.

Questions

Q: As a co-chair of the BAC, I'm intrigued by your new approach to budgeting, which seems to be coming from the CSU level. Could you speak more on this?

A: [President] I would encourage you to review last week's Board of Trustee (BOT) meeting. There was a proposal to the BOT and presidents to consider aligning resource allocation and the enrollment. It says in 2024-2025, resources would be reallocated if universities do not meet or exceed the enrollment targets.

A: [VP Faas] If over-enrolled, we'd get more money; if under-enrolled for 10% or more, the money will be taken away; if in between, then somewhere neutral for the money.

A: [President] CSU is down in enrollment this year, 7% or so below the enrollment target, but we have budget issues in our own campus, too, and that's what I was talking about as what's to discuss with the BAC.

Q: I'm excited to hear about this playbook, and the new Cabinet is the best place to start with. Do you think any part of the playbook work might be extended to the Senate as many policies may affect that work?

A: [President] At this point, it's all about operations and practicality, not making any policy changes. Collaboration is critical, but this is for my own learning.

Q: Regarding the recalibration of Transformation 2030, you are involving students for shared value statements. How would you share the timelines and roadmaps to the student community?

A: [President] Great question. Preliminary discussions on values were made at the first University Council meeting, and the Cabinet will work on them to craft value statements. Then that preliminary work will be shared with all the groups, especially students. When it comes out, I will ask you to work with me on the student consultation.

Q: We are looking towards bringing more students to University, but what's your focus on current students?

A: [President] All of our students are the highest priority. I met with residence advisors, orientation leaders, student athletes and more. I'm trying to understand what's important to them, important services like the San Jose Cares program. I also hear from students about course scheduling, guided roadmap, etc. I've also heard about campus safety. We are looking at these things for existing students. But the intent of a long-term fiscal plan is to secure resources for students.

Q: Professional Standards is interested in your views on the roles of the Provost and the President on making final evaluations on the RTP process.

A: [President] I'll have to talk with the Provost, but my intent is not to change anything at this time. The Provost will review and provide information to the President's Office. If you like, I'll talk more and come back to you.

Q: This is a question/request on campus climate, specifically on workplace bullying. There was a Sense of the Senate resolution that was passed in 2018, which called for a task force combating bullying among other things. There is a web page and resources for bullying among students but I haven't found the same information for workplace bullying. Will you review the resolution and share with us what plans you might have in response to this resolution?

A: [President] I will review the resolution and visit with the Cabinet this resolution and perhaps actions taken since then and will be happy to share my thoughts at that point. Also, we have a couple of searches: for the Vice President of Advancement and the Chief Diversity Officer. I will prepare with input and calibrate the positions if needed, and will do so quickly to maximize the faculty input.

## 6. Policy Committee Updates:

### a. Curriculum and Research Committee (C&R):

- C&R will be discussing feedback on revising the university policy S19-3 by eliminating the WST. It was presented by C&R past chair Haverfield as a first reading and received good feedback. We are now discussing the issue of funding the Testing Center if the WST is removed.
- We reviewed and passed a few programs: (1) BS in Computer Science and Linguistics, (2) BA in Geographic Information Science, (3) MA in Multilingual, Multicultural Literacy Education, and (4) BA in Women, Gender, Sexuality Studies .
- We also discussed the revision to the policy S17-11 to clarify the relationship between C&R and the Program Planning Committee. This is a new referral.

No question was asked.

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

- I&SA is working on updating S16-16 regarding calculation of GPA and disqualification for both graduate and undergraduate students.
- We also want to address other referrals such as language updating on short-term student loans.
- We will also review the advising policy and try to bring it to the Senate.

No question was asked.

c. Professional Standards Committee (PS)

- PS has been working on the Sense of the Senate resolution for inclusion of FERP faculty in the special one-time payment for the extra work for online teaching during the COVID.
- Also working on the revision of the policy on appointments of chairs and directors to clarify languages.
- Also working on a new referral on F18-8 on faculty requesting recusal of a member on RTP committee. In April 2018, there was a policy recommendation to separate Academic Freedom and Professional Responsibility components of S99-8 from one another and to have a specific policy on academic freedom. It wasn't signed by the president. The PS is trying to compose another version of the proposal. After that, PS wants to take the Professional Responsibility components and refine it.
- We will also review and give feedback on RTP guidelines.

Questions:

Q: [Provost Del Casino] Regarding RTP, some people request multiple years earlier than normal. What are the expectations: how early is too early? The policy is silent about that expectation. Has there been any conversation on that?

A: No. At the moment we are talking about a single year – coming up in five instead of six years. However, a conversation about expectations for those seeking even earlier tenure/promotion will take place.

d. Organization and Government (O&G)

- An update on the modality policy: In the last December meeting, O&G brought up the policy on modality for the Senate meetings: (1) Exec., (2) full Senate, (3) Policy committee; and (4) Other committee meetings. The proposal was for each group to use ranked-choice to decide the modality. There was an intense discussion. In today's meeting, we will discuss the option of splitting the resolution into multiple resolutions. O&G would gain more time and chance for further revisions between the two resolutions.
- O&G continues working on the referral of staff representations in the Senate, a very important topic.
- Another referral is on FAR – Faculty Athletics Representative.

Questions:

Q: Is the plan to split the modality resolution into four separate pieces?

A: It would be more like two – one on the Exec. and full Senate meetings, and the other on the Policy and other committee meetings.

Q: Are there any specific reasons for that particular grouping?

A: No. It's just separating the resolutions would help robust deliberation.

C: [Chair McKee] Reminder: the original final reading of O&G's SMR resolution will come back to the Senate as a final reading on February 6, 2023.

## 7. Cozen O'Connor

Chair McKee's updates:

- I was approached by Cozen O'Connor to facilitate the discussions at the SJSU. I don't think the Senate is the place for debate, but I told them that I'll be happy to keep talking with them.
- There are concerns about possible conflict of interest, relating to the relationship between Cozen O'Connor, CSU, and SJSU, and who's paying whom.

Discussions:

C: From the beginning, I've only heard of Cozen O'Connor from CSSA. If there is any future information, I'd like to be in the loop. Also, I heard about the feedback survey coming up and that the information is already out on some other campuses. Is there any plan for outreach to students and community for feedback before mid-February, when it closes?

A: [Chair McKee] I will forward the email from the Cozen with the link to the survey. I share the concerns of outreach, because the Academic Senate was not informed of their last year's visit.

C: It was surprising that the survey was already sent out but I didn't receive any communication.

C: There have been concerns regarding the relationship with Cozen O'Connor and the Title IX Office and its Deputy Director, such as who evaluates the Director; and if there is a conflict of interest, and lack of transparency in communication. SJSU is one of the campuses that launched the investigation with the DOJ and the State legislature on Title IX operations. So, these are extremely important concerns.

C: [President Teniente-Matson] I will look into the outreach, because all campuses are participating in the survey. Provost and I will look into it and get back to you.

C: [Chair McKee] I will forward the email on the survey and the distribution of the results to both the AS President and the President.

C: [Provost Del Casino] The email came on 12/21. That was forwarded from the Chancellor, stating that the survey is being open till 2/15. It was the last week of the semester, so we waited until everybody came back to inform everyone that the survey was open. Lisa Millora and her team are working on it, so more strategic communication will come.

## 8. University Updates:

### a. Statewide Senate

- Senate Curry thanked Senators Hart and Kataoka for attending the Plenary as her substitute when she needed to attend the department retreat with the new chair. Senator Curry could attend the Policy Committee Meeting on the 18th, for the Faculty Affairs Committee.
- The statewide Senate met Jan. 18-20. Cozen O'Connor made investigative updates, and promised to revisit the three campuses: San Jose State, Sonoma State, and Fresno State.

- Laura Massa was appointed to serve as Interim Associate Vice Chancellor, while there is a national search to replace Dr. Alison Wrynn.
- ASCSU Chair Steffel provided highlights at the Board of Trustee meeting on Jan. 24<sup>th</sup>. These updates were shared with all of the Senate colleagues.
- I will miss the Senate meeting in January and possibly in February due to my Search Committee obligations. I will lean on Senators Rodan and Van Selst for the report on my behalf.

No question was asked.

b. VP of Administration and Finance

- In January, the Governor came out with a Budget message. It was relatively good news. If he is providing 5% compact, 200 plus million dollars would be going to CSU (though we asked for 500 million). We are not getting a billion, as our Billion Dollar Man Mr. Sabalius always asks for infrastructure improvements, but SJSU, and CSU in general, have massive deferred maintenance, so we really need funding. Lobbying continues in Sacramento to get us more money.
- We got the Alquist project approved by the Board of Trustees – a massive step forward to get faculty, staff, and graduate students affordable housing near campus. Our new president made a great presentation on that.

Questions

Q: In our last Senate meeting, I heard that somebody from IT was testing hybrid equipment in the ENG 285/287. Did that happen?

A: [VP Faas] That's what's supposed to be happening. I will ask Bob Lim and make sure that's happening.

C: [Chair McKee] The Vice Chair, Associate Vice Chair, Senate Administrator, and I are going to check the ENG room for specific set-ups and capabilities this Thursday, although for Spring 2023, Senate monthly meetings are in person.

C: There are concerns coming from student leaders regarding the enrollment and funding. Deferred maintenance can impact student resources.

A: [VP Faas] We have limited dollars for deferred maintenance, and every year it piles up and it will impact all of us. With a billion dollar deficit, it's not the right year to address it.

Q: I heard that many classes were canceled close to the beginning of the semester and the budget shortfall was said to be the reason. Was it indeed the case? If so, when was that shortfall known?

A: [VP Faas] It's the Provost's realm, so I'll ask the Provost to answer the question.

A: [Provost Del Casino] Several things are going on. One, we are slightly under-enrolled. Two, we made a serious investment in research and strategic planning, 7 million dollars in an Assigned Time project for example. And we had a lot of small classes under ten. There were many small classes in the fall, and the consequences came to spring as less flexibility. Here is the enrollment today. Four colleges are above the goal, and four are under. I wasn't handed a budget cut, but it was how the enrollment works in relation to a lot of small classes. That's where we are. (This also constitutes the update I would give today.)

c. VP Student Affairs

- On the enrollment theme, there are some emerging challenges. We are at 99% of our FTES target now. We won't be 100 plus % but better than some other campuses. We see challenges in continuing students; we are losing juniors and seniors. Other areas – new students, returning students – are up. Our target number, FTES, are both individual students and Average Unit Load. We see a decline in AUL. If AUL is at a pre-pandemic level, we are at target now. So, in addition to enrollment, we need to keep students and keep them enrolled to allow them to graduate in an appropriate time frame.
- We had a wonderful CSSA meeting here. I appreciate Nina's leadership.
- Weeks of Welcome - It's a great way to start the spring semester.
- Housing has a 92% occupancy, which is good for spring.
- Lunar New Year campus celebration will be on Thursday, 2/2 on the Paseo.

In the interest of limited remaining time, Chair McKee suggested all questions be sent to VP Day by email.

Chair McKee also suggested that any reports from AS President Chuang and the Interim Deputy Diversity Officer Patience intended for today be sent to Chair McKee so that they can be circulated to the Executive Committee of the Senate.

The meeting adjourned at 1:30 pm.

The minutes were edited by Chair McKee on January 31, 2023.

The minutes were approved by the Executive Committee on February 13, 2023.