

2024-2025 Academic Senate Minutes
February 24, 2025

I. Call to Order and Roll Call

The meeting was called to order at 2:00 p.m., and 43 Senators were present.

Ex Officio: Present: Curry, Sasikumar, Van Selst Absent: Lacson, Rodan	HHS Representatives: Present: Baur, Chang, Sen Absent:
Administrative Representatives: Present: Del Casino, Fuentes-Martin Absent: Dukes, Nosek, Teniente-Matson	COB Representatives: Present: Chen, Pruthi, Vogel Absent:
Deans / AVPs: Present: d'Alarcao, Meth, Kaufman, Shillington Absent:	EDUC Representatives: Present: Mathur, Munoz-Munoz Absent:
Students: Present: Brown, Gambarin, Joshi, Nwokolo Absent: Khehra	ENGR Representatives: Present: Bellofiore, Elahi, Sullivan-Green, Wong Absent:
Alumni Representative: Absent: Vacant	H&A Representatives: Present: Frazier, Kataoka, Riley, Lee Absent: Han, Shojaei
Emeritus Representative: Present: Jochim Absent:	SCI Representatives: Present: Heindl, Shaffer, Madura, Muller Absent:
Honorary Representative: Present: Peter Absent: Lessow-Hurley	SOS Representatives: Present: Buyco, Hart, Raman, Pinnell, Meniketti Absent:
General Unit Representatives: Present: Pendyala, Velarde Absent: Flandez, Masegian	

II. Land Acknowledgement:

Senator Bellofiore read the land acknowledgment.

III. Approval of Academic Senate Minutes:

A. Senate Minutes of February 3, 2025 - approved unanimously

IV. Communications and Questions

A. From the Chair of the Senate:

Last week the Senate listserv received several hundred messages expressing apprehension that the Senate would be discussing a resolution to cut ties with Haifa University in Israel. As I said in my email response, and as you can see today, such a resolution is not on our agenda. I urge everyone to contact me directly if they have questions about what might be coming up in

the Senate. What I can tell you about this resolution is that the Muslim Faculty and Staff Association has been considering introducing such a proposed Sense of the Senate. Various versions of it were circulated, including to me and to other senators. One version of it came to Associated Students, and on February 12 they endorsed it. Of course, to be debated in this body, at least one senator would have to request space for it on the agenda, and that has not happened. Several senators contacted me after their inboxes started filling up. SJSU IT also received several queries. I sent out an email explaining how to set up a filter for these messages, which are still arriving. My intention was to provide information to those who want to filter the emails. I also want to remind senators that all of you can email the Senate listserv directly, on this or any matter, and the address is academic-senate-2024-2025-group@sjsu.edu

Reporting on the election: Romey Sabalius is the SJSU representative to the Academic Senate of the CSU. Sarika Pruthi was elected unopposed from the College of Business, Laura Sullivan-Green was elected from the College of Engineering, and Megan Chang and Soma Sen were elected from the College of Health and Human Sciences. We will welcome a new senator from the College of Health and Human Sciences, Michael Dao, who will join in the new academic year. From the College of Humanities and the Arts, we have one continuing senator, Shannon Rose Riley, and one new senator, Janet Stemwedel. From the College of Science, Rachael French will be returning as Senator. From my college, the College of Social Sciences, we have two continuing senators: Josh Baur and Priya Raman and a former chair of the Senate, my colleague James Brent.

We are still looking for senators for 6 vacant seats: 2 seats from the General Unit, one seat each from the colleges of Science, Humanities, and two seats from the College of Engineering. The procedure for filling these vacant seats is as follows: 1.8.2.4 of the Bylaws state "it shall be filled for one year by a person in that constituency selected by the Executive Committee after consultation with the Senators from that constituency. A permanent replacement shall be elected to fill out the remainder of the term as part of the next general election."

UP is conducting the elections for two seats for staff. Today the ballot has gone out to the staff electorate. There are three candidates.

I would like to draw your attention to the Senate Management Resolution that will be presented by O&G today. This is a very important piece of business because it will change the bylaws. Standing rules 10.2.ii state: When a Senate Management Resolution seeks to change bylaws, 2/3 majority is required and the Senate Management Resolution must conform to Article III, Section 5 of the Senate's Constitution. Article III Section 5. The Academic Senate may adopt bylaws consistent with this Constitution. Bylaws may be enacted only by a two-thirds (2/3) majority at a regular meeting subsequent to the meeting at which such bylaws are introduced. Today we are having the first reading. I request all of you to ask extensive questions, because

at the March 17 meeting we will have a second reading at which time we hope to complete all but the finishing touches on this SMR so that reorganization can be complete in time for the election of Senate Officers, which will take place at the meeting of May 5.

Questions:

Q: Were any of the elections you just reported on contested?

A: No

C: I just want to give recognition to all the staff senators who have served in the Senate before there were designated staff seats. We have to be careful about “first time ever” language.

B. From the President: Slides were circulated.

V. Executive Committee Report:

A. Minutes of the Executive Committee:

Executive Committee Minutes of January 27, 2025

B. Consent Calendar- Consent Calendar for February 24, 2025

C. Executive Committee Action Items: None

I. Unfinished Business:

Senator Baur and Buyco presented AS 1887 Sense of the Senate Statement of Solidarity with the Sonoma State Community (Final Reading). We tried to include all the comments made at the last meeting. We added some context about the CSU's budgetary situation and corrected the fact that we still have 23 CSU campuses. Senator Wong also added new language about financial responsibility.

no Q/As

Debate

C: I thank both authors for the revisions made. I feel that this SOS is in a different place than last time. It is now a strong statement on shared governance and collaboration.

C: I agree that this resolution now asks for something positive rather than criticizing something negative. We're asking for more collaboration, which is important because we will likely keep seeing cuts like this happen.

AS 1887 passed with 33-0-4

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

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

B. University Library Board (ULB):

C. Professional Standards Committee (PS):

Senator Riley presented AS 1879 Amendment N to University Policy S15-7 University Policy, Retention, Tenure and Promotion for Regular Faculty Employees: Procedures (Final Reading). The biggest change made in the amendment was that we heard that you all did not like the tone of the first reading. Hence, we primarily made a shift in wording but changed the stance of the entire document. Our intention is not to prevent a department that feels strongly about crafting guidelines from doing so. What we do want to deter is a repetition where departments don't produce guidelines that follow policy, and then we review them and give feedback, and we send it back to the department, and sometimes it comes back to us, and most of the time it doesn't.

Q/A

Q: Can people who were hired under existing department guidelines which now are expired still use those guidelines?

A: There is a choice of grandfathering guidelines, and unless the department votes on new guidelines, the person has the option of following the guidelines that were in place when they were hired.

Q: Is there any concern given what is happening with funding, that departments that generally would not need or want to have guidelines will suddenly want and need them, because the whole RTP process might be upended because we cannot get research grants anymore.

A: Professional Standards has discussed this and is looking to how other levels of the university are responding. We have had clock stoppages like in Covid. We have a mechanism that we've had in place when faculty for reasons outside their control can't produce in the way that maps onto RTP timelines. I suppose it might be possible that a department could, if they really thought funding was drawn up long term, they might want to pivot, but honestly, I don't think guidelines would be the place for that protection.

Q: If a department has submitted guidelines and they have received feedback from Professional Standards, can you clarify where we would be in the process?

A: If this were to pass, the moratorium phase would not begin until the fall semester. So we would need to receive any guidelines around April 1st in order to review them, but if we need to review 15 departments, we might not be able to get to them all.

Q: So this would just apply to those who already received your initial feedback?

A: Yes, it is not advisable to begin writing guidelines without this consultation phase unless there is an urgent need.

Q: Is there a clear process of tracking submission of guidelines and need to resubmit?

A: Faculty Services has all the current department RTP guidelines posted on a page, but you're right; the rest is just in emails and email follow-ups. We can work on that, but James Lee's office lets departments know when their guidelines will expire.

Q: When PS reviews guidelines, does it consider all the levels for which they might be needed, not just the university level?

A: Yes, we consider all the levels they might be used for. Usually, people talk about department RTP guidelines as guidelines for the faculty in their department. We have added language to clarify that these guidelines are for other levels of review.

Q: Do you think that you will have a department not using guidelines because they don't want to go through the scrutiny?

A: In the Rationale, we encourage departments to phase out guidelines. However, if guidelines are already in place, they have to be used. Because the RTP guidelines have changed so much to be what we feel as a committee, we encourage departments to let their guidelines expire to be more inclusive across the range of disciplines. People would still be protected if they were hired when they were in place. The departments still have a right to use them if they really want them, and we will help them do a better job. There has also been a concern that department guidelines can be a form of "gatekeeping."

Debate

C: As counselors, we are required to have RTP guidelines for the academic assignment, but would it be possible to require guidelines for service and RSCA as well?

A: Nothing in the policy stops you from creating RTP guidelines for service and RSCA.

AS 1879 was approved 33-0-1

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

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

III. Special Committee Reports:

IV. New Business:

Senator Baur presented AS 1888 Senate Management Resolution to Amend Bylaws 4.5 and 4.6 and Senate Policy S19-2, Appendix A (First Reading). This is in relation to the expansion of

the Academic Senate and the reorganization of the Instruction and Student Affairs Committee. ISA is a rather large committee, and after years of discussion within O&G in consultation with the Executive Committee and the chair of ISA, O&G proposes that ISA be split into two separate policy committees. Because of ISA's large membership, it can be a challenge to get their work done, and splitting the committee into two would create seats on a policy committee for new incoming senators. ISA would become the Instructional Affairs Committee and the Student Affairs Committee. This would also change the operating committee that currently reports to ISA. International Programs and Students would report to Student Affairs, while the Student Success Committee and Student Fairness Committee would report to Instructional Affairs. This SMR also adds Student Success to the operating list of committees since it is currently not included. The charge for IA would remain mainly the same without including student affairs items. We also propose that the two dean seats on what would be IA be given voting rights and staff senator seats added. The charge for SA is brand new, and I am open to feedback on it, and if a faculty member from every college is needed on the committee. We also added a seat for a Program Director onto SA from one of the student affiliation centers.

There will be a financial impact because a new policy committee chair will need assigned time. The administration has expressed support for the Senate reorganization and staff seats, so we are hopeful we can find a way to cover the additional assigned time. The new staff senators' participation in these policy committees would also impact their workload.

Questions

Q: Adding this new policy chair would change the Senate Executive Committee membership from 15 to 16. Is there an intent to remove voting rights from members like the past chair/FAL? When thinking about splitting ISA, this version seems to be split between student issues and then everything related to faculty. Still, there is another possibility of everything happening in the class versus everything outside the classroom. So, what were the different splits that were looked at?

Q: Why is the AS President now off of IA? I think that they would want to be on that. Also, is there an example of a policy issue that SA would consider? Otherwise, it may not need to be a policy committee.

A: We are considering the different workloads of the two committees. Maybe SA could be an operating committee.

Q: I like the idea, but I do not understand how each committee that reports to ISA is divided. They seem to be related to both instruction and student affairs. The AS president needs to be on both committees. Also, the committees are still very large.

A: We tried to keep the committee membership as low as possible, but all the EXOs needed to stay, so the only option was not to have faculty from every college on it. We hope that separating the committee will help focus the work that needs to be done.

C: The student affinity centers are now under the Office of Equity and Belonging, not Student

Success.

C: Even if an operating committee reports to a specific policy committee, it can still refer things to the other committees.

C: Some issues, such as conduct, academic honesty, and career services, cross into instruction and student affairs.

C/Q: These committees are going to interact a lot with each other because of the overlap. It does make sense that there could be responsibilities assigned to both. Has there been a discussion of assigned time for this new policy chair?

A: We have not officially discussed the resources other than expressing our hope that there will be resources for this split.

C: I have told three Senate Chairs that there is plenty of assigned time in the Senate, and they just have to allocate it. We have not cut any assigned time in the Senate in the last six years I have been here relative to the budget cuts. A reallocation is possible within the Senate budget to make this work. The Senate Executive would need to decide the priorities relative to the size of the current budget. When I first came on board, I asked for an evaluation of the assigned time of Senates across the campus, and SJSU is the second or third highest in the system. There is fungibility within the assigned time.

A: If we reallocate assigned time as the Provost suggested, that would mean removing assigned time from someone and giving it to the new policy chair. So, someone would be losing compensation for their work for the Senate. That might mean they can't do that work anymore. Alternatively, they do that work but without compensation. So it's a very tricky issue. The idea of reallocating assigned time. All the policy committee chairs, the AVC, the Vice Chair, and the ASCSU representative receive the equivalent of a three-unit course release. The Senate Chair works full-time for the Senate. The past chair for one year also receives assigned time. The FAL member does not receive assigned time.

C: The Senate Chair receives an .8 as do department chairs. Also, I think you have to look at the workload of all the positions before we look at an additional investment.

C: Assigned time in the Senate has varied in the past. When I was chair, I taught one course. I want to express my gratitude to the Provost's continued support of the Senate in these tough times. We have had bad relationships with the President once, who threatened to take away all the assigned time. It is not something we should take for granted. Regarding the current proposal, I would like more evidence about the workload of ISA. If it creates the same or even less than other policy committees, creating another policy committee is probably not the answer. On the other hand, it has a big backlog of policies that need revision, a much bigger backlog than the other policy committees. Then maybe it makes sense to split that workload. So, we need to separate the need to reorganize and the actual workload of that committee. Additionally, it is not the Senate's responsibility to coordinate communication for all the administrators on these committees. Maybe there only needs to be one administrator, and they

can provide the information to the others. Any committee that makes policies must have a representative from each college. You need to know about the diversity of academic assignments to understand how the policy works in each college. Finally, when this SMR returns, it should indicate precisely where the assigned time will come from.

C: I am currently on ISA, and the number of faculty members from each college is very important because every emerging discussion requires everyone's input.

C: I think it's important to look at the relevant workloads across the committees when proportioning assigned time for them; however, counting policies is only one measure of that. For example, C&R spends about half its time reviewing and passing curricula, which doesn't come to the Senate as a policy. Wasn't there a discussion before about reducing the number of members of ISA?

A: Yes, and it was proposed because we recognized that the Senate structure would change with the addition of staff seats and additional faculty seats, so that is why it is being brought up now.

C: Maybe instead of creating a new policy committee, ISA could be split into two working groups during meetings. Work could be assigned as appropriate to each working group.

C: If we don't create a new policy, we have to figure out where to put these new senators since the bylaws require senators to serve on a policy committee. We shouldn't just add the new senators to existing policy committees since we're trying to prevent them from growing too large. Additionally, I would strongly advocate keeping all the administrators on ISA because they bring the most information to our meetings. Concerning the split of work from IS to SA, it would probably be 2-1 in favor of IS. However, if SA was created, student issues could be addressed faster.

Q: Have you considered streamlining the committee members versus setting up a separate policy committee, which has many different implications? Additionally, as Senator Fuentes-Martin mentioned, our student affairs-related policies like TPM, student conduct, and safety issues would then come to the senate to be adjudicated if those policies were being discussed on the policy committee. For example, the TPM policy would then become the university policy, which means that the Senate would have control of that policy and not the President. Also, faculty agree that faculty representation from every college is needed because student success and the student experience happen in every college. Finally, we are one of the strongest senates for a reason, and part of that is due to assigned time; however, other offices have more resources like more staff or bigger budgets.

C: It is time to revise the bylaws requiring all senators to sit on a policy committee. I think that our operating committees have probably been a little neglected and could use some senate leadership. There could be a system to serve on an operating committee and then move to a policy committee.

V. State of the University Announcements:

A. Chief Diversity Officer - Not in attendance

B. AS President - Chima Nwokolo presented for AS president Ariana Lacson

In the AS departments, our Child Development Center has launched a fundraising campaign to raise \$25,000 for 25 years of service. Please consider donating. Our AS print shop is working with the UndocuSpartan Resources Center to print red cards. Our business affairs position has been filled for student government, and we're working to fill our students' rights and responsibilities position. On Wednesday, we will vote on a resolution supporting trans rights and trans athletes' rights to participate in sports. This will also include trans and non-binary service members in the military who also want to continue serving. We encourage you to engage with your students in all places you interact. It is essential to stay informed, and we encourage you to let your students know about the resources available to them. We also encourage you to advocate for change, like sanctuary policies that would increase financial aid, legal resources, and in-state tuition benefits. Also, share any verified ICE activity through the Santa Clara Rapid Response Network. Lastly, the AS Board of Directors elections are happening this semester, so encourage your students to get involved.

C. CSU Statewide Representative(s)

March 12-14th, we will have our plenary meeting, and on the 15th, we will have a CSU conference. We are trying to get a Zoom link so people don't have to pay to stay out of pocket. We will have four speakers from the CSU campuses. We are continuing to discuss budget concerns and budget transparency with consultants hired. Also, Sonoma State and the CSU AI initiative, which requires a \$17 million estimate for the CSU. I previously reported on how the ASCSU is expanding by having a lecturer electorate, which means the electorate will elect three lecturers from the CSU lecturer faculty who will join the ASCSU. AS 3660 amends the ASCSU constitution to add those lecturer faculty. We were one of the campuses that approved this. The other resolution, AS 371524, was the schedule and procedure of the ratification of 3660. That means that our lecturers need to elect representatives to join the lecturer electorate. The deadline is March 28th to get the name to the ASCSU chair. Additionally, we continue to work on curriculum matters, which include the common core numbering, which primarily affects the community colleges, but everything that affects the community colleges still affects us.

D. Provost

We are thinking through a budget model for professional continuing education, since SJSU Online and professional continuing education operate on two different financial models. The goal is to create one financial model with more clarity and transparency. I want to meet with the chairs and directors when we're close. I have scheduled a special meeting with UCCD, and I will go through and talk about the implications, and get their feedback before we roll anything out. The goal is to have this done by the fall semester. This would clean up a lot, take some costs that have been in programs, and move them centrally to cover certain things.

Our enrollment overall remains strong. We are still finalizing the numbers, but we hit about

105% for stateside enrollment. Our growth in professional continuing education has also grown simultaneously. We have reorganized SJSU Online and enrollment management. We merged the student outreach team with the SJSU Online enrollment team and reduced an MPP in the division. We put one person in charge of recruitment across both those verticals. This is a great opportunity to bring someone with expertise in online and digital technology into the main campus while expanding their portfolio and reducing overall administrative oversight. This saves us a fair amount because that position is paid by PaCE. It is a direct reduction in MPP support, which the Budget Advisory Committee and everybody else has requested.

Like all of you, we are waiting to see what the Open AI initiative means. Adobe has offered to support us in some effort. I'm going to ask Sandra Hirsh from the College of Information, Data, and Society to take on a special adviser role for the semester, to look at AI initiatives, not to build things, but to help people collaborate. One of the things we hope for her to do is bring a faculty committee together to really talk about these things. But it's not a new cost to the division because Adobe is underwriting anything related to it. We have made the hard decision to put HonorsX on hiatus next year because we ran out of donor money and don't have enough enrollment. Senator Pruthi has done a fantastic job pulling that program together, which was a program designed by faculty. Since it would take state money to run it next year, I decided that given all the other priorities and pressures, it was not the right use of dollars. It was not eliminated; it was only put on hiatus.

To the larger assigned time question, I am happy to show all the assigned times from the Office of the Provost. I've been thinking about how to create a dialogic space for conversation about the budget. I think people want an opportunity to dig in, so looking at that, I'm trying to find a few faculty to help us build a design thinking workshop on the budget, academic affairs, and how it looks, and get people in groups. We are in relatively good financial shape, but if they don't redistribute as much FTE in the system or the state budget goes a couple more years with no investment in the compact, we will have to continue to tighten various things.

Questions

Q: What are the advantages and disadvantages of a department or the university getting involved in CSU fully online?

A: Some revenue flow comes from that, but it is not super organized. We have opened up some classes but haven't gotten much enrollment. The system has talked a lot about having programs across campuses. Winter and summer would not be in the new PaCE model, they will stay the same way. A lot of operating and dependence on operating comes from summer and winter. The system has intermittently put a fair amount of pressure on me to convert our summer to state to deal with the enrollment crisis. I have resisted that. I don't think it is a good idea or would benefit this campus. We're one of only a couple of campuses at this point that have not rolled summer in the state. There is a dispensation for presidents to do a different financial model for the summer for students. The other thing that's happened is EO 1099, which is a policy that has not allowed us to do many things very flexibly, is about to be relaunched and rewritten because of a fair amount of pressure. We're going to be able to do some co-enrollments across verticals. So, there are some opportunities that were about to be handed from a lot of advocacy that I think will benefit this campus and allow us to be much more flexible

to support more people.

Q: What is the campus's response to the Department of Education's Dear Colleague letter?

C: This is wider than just us, the system is having many conversations about this. Programmatically, we're not changing course. Our mission, vision, and values are still the same. It is unclear what effect the letter will have and what they will try to enforce where. Because CA passed Prop 209, our required compliance within the proposition protects the CSU because all our programming is already supposed to be available to all. We are going to continue to follow the rule of law.

Q: How is the 17 million dollar AI intuitive being paid for? Is that a central bucket of money, or is each campus being asked to pay a portion?

A: The system office is paying the 17 million dollar 18-month contract with a one-time pot of money. I suspect that after this year and a half, if campuses want to continue, it will probably be a cost that will come to the campus.

Q: Is PaCE transferable to the general fund?

A: Yes. Until a law passed this year, PaCE money was regulated tightly, and PaCE was supposed to support PaCE programs exclusively. We have read that very closely since 2013 because the campus had a special audit on PaCE. With the new law, we have more fungibility. I've been historically very aggressive with spending within the frame of where we can spend it, and that's how we've managed some things, and now we have more flexibility. Fortunately, the CSU says, let's maintain the separate PaCE fund. The goal of building a PaCE budget is to be able to underwrite more operational costs.

Q: Can one take on more PaCE burdens to help out one's college?

A: Yes. It will fall about 60% in the college and 40% centrally. There are a few central costs that are actually in the colleges now that we're going to take away as a result of that model. There will be a fungible resource beyond cost that will accrue to the colleges, and then the colleges can do things with it. With enrollments, we can underwrite tenure track faculty, as we've done in the School of Information. Still, we can do it in other places now. For example, I think the College of Education is doing some jointly funded positions this year to increase tenured density in that college. We will be looking at building budget models and bake that in so we understand it.

E. Vice President for Administration and Finance- Not in attendance

F. Vice President for Student Affairs

First, Senator Dukes asked me to let you all know that the InterFaith Task Force had its first meeting, which went very well.

We now have a new Executive Director of the Student Union, Dr. Jesse Felix, who will begin on Monday. He is from Cal State San Bernardino. I also got approval to extend an offer to our AVP

and Dean of Students. We're expecting to have that person on board by mid-April. In the last meeting, I mentioned the undocumented student convening, and over 60 people attended. Going back to the fall semester, one of our educational initiatives on TPM Policy is doing a series of workshops called Moving From Harm to Healthy Discomfort. The CSU is funding this. It will be a four-part series and the first one is this Thursday. More than 200 people have signed up for it. Depending on how this program works out, we might repeat it in the fall if there is still a demand to participate. We are wrapping up Black History Month this month, and we will have two celebratory cultural events in March.

Q: I have been talking to my colleagues, and there is a sense of fear about what we can legally do for and say to our undocumented students. Some are asking for general counsel or training. They want to make sure that the university will protect them.

A: We created a task force that includes faculty, staff, and students. Legal counsel has always told me that we will represent you if you're doing the right thing and following policy. In our task force training, we had a padlet where people posted questions and concerns, and we're working to respond to those. When talking to your students, their needs can vary in many ways. If you are concerned about someone, we suggest you fill out an SJSU Cares form, and we will contact you. We have also hired an emergency hire to help in the UndocuSpartan Resource Center.

C: The best thing to say is that resources are available on campus, so let me help you get there. Faculty can't be expected to know all the resources, which is why there are experts, and we have to keep reiterating that as well as for the safety of people in the classroom. But I think we'll need to do some more communication.

V. Adjournment: The meeting adjourned at 5:00 p.m.