

2003/2004 Academic Senate

MINUTES
April 19, 2004**I. The meeting was called to order at 2:00 p.m. and attendance was taken. Forty-one Senators were present.**

Ex Officio: Present: Nellen, McNeil, Brent, Van Selst, Sabalius Absent: Crowley, Shokouh	CASA Representatives: Present: David, Gonzales Absent: Palakurthi
Administrative Representatives: Present: Rascoe, Kassing, Absent: Goodman, Lee	COB Representatives: Present: Campsey, El-Shaieb, Donoho
Deans: Present: Breivik, Gorney-Moreno, Andrew, Meyers	ED Represent: Present: Lessow-Hurley, Katz
Students: Present: None Absent: Gadamsetty, Sherman, Torres, Paat, Lam	ENG Representatives: Present: Pour, Choo, Singh
Alumni Representative: Present: Guerra	H&A Representatives: Present: Van Hooff, Desalvo, Heisch, Stork, Hilliard, Vanniarajan
Emeritus Representative: Present: Buzanski	SCI Representatives: Present: Veregge, Bros, Kellum, Branz, Matthes
Honorary Senators (Non-Voting): Present: Norton	SOS Representatives: Present: Baba, Von Till Absent: Ogaz
General Unit Representatives: Present: Thames, Liu, Yi	SW Representative: Present: Coach

II. Approval of Academic Senate Minutes –

The Senate minutes of March 22, 2004 were approved as is.

III. Communications and Questions –**A. From the Chair of the Senate:**

Chair Nellen said, "Just a few announcements and reminders, on April 29th the Senate's External Relations Task Force will be hosting our Fourth Annual Breakfast Briefing for federal and California legislative staff. The focus of our discussions will be the effect of budget cuts on student access to the CSU.

On May 5th there will be an orientation of new Associated Students officers, directors, and students who signed up to serve on AS and Senate committees. I will be presenting an overview on effective community service, and an overview to the university on how we are structured, program size, etc. We hope that this is the first of a few activities that will help our students become better able to serve on our committees. This is an idea that Arash Shokouh, Alice Lee, Rachel Greathouse, and myself came up with in the Fall. AS took about 60 applications from students last week at their booth. Hopefully, we will start the Fall with the student seats filled on each of our committees.

I'm looking for a few experienced Senators to volunteer to partner with a new Student Senator or new Faculty Senator for the upcoming academic year. Please let me know if you would be interested. This can be very helpful for someone that is brand new to the Senate to get a better idea of what the agenda is like, and how to make motions, etc. A couple of Senators did it this year with some of the Student Senators and it was very helpful. We just need to get an earlier start on doing it this year.

I have also appointed a nominating committee consisting of Senators Brent, Katz, and McNeil to encourage Senators to consider running for policy committee chairs for 2004/2005. There will also be an opportunity for a Faculty-at-Large seat on the Executive Committee since there will be no past chair next year. And, there is a seat for one of our Statewide Senators on the Executive Committee. Please let either myself or Senators Brent, Katz, or McNeil know if you are interested. If you have any questions about what is involved, please contact the current chair of that committee.

Another update, the Office of Judicial Affairs is going to be conducting a survey of about 500 faculty members over the next few weeks to get a better assessment of the level of academic dishonesty among our students, to identify areas to improve—from sanctions to educational programs that need strengthening, to develop specific plans for improving the campus climate, integrity, and to create opportunities for campus-wide dialogue about the issues. If you and your colleagues receive one of the surveys, please turn it in."

B. From the President of the University – Not present at today's meeting.

IV.**Executive Committee Report –****A. Executive Committee Minutes –**

April 5, 2004 – No questions.
April 12, 2004 – No questions.

B. Budget Advisory Committee Minutes – None

C. Consent Calendar – Approved as is. Senator Thames announced, "The Committee Preference Forms have been put on the web and sent out via email. If you are a Senator, you need to fill out a form to be appointed to a policy committee next year. You must be re-appointed to a policy committee each year. There are copies of the form on the stage up front, or you can get them from the Senate Office, or on the Senate website at <http://www2.sjsu.edu/senate/index1a.html>."

D. Executive Committee Action Items –

Senator Thames presented *AS 1243, Sense of the Senate Resolution: Report of the Department Chair Task Force (Final Reading)* for the Executive Committee. **The Senate voted and the resolution passed unanimously.**

Senator Katz presented *AS 1239, Sense of the Senate Resolution: Report Regarding Athletics General Fund Budget (Final Reading)* for the Executive Committee.

Senator Stork proposed an amendment to the original resolution to change "35% to 45%" to read "35%." The Senate voted and the Stork amendment to the original resolution passed.

Senator Heisch presented a substitute resolution. Chair Nellen said the original resolution and the substitute resolution would be debated separately. Senator Brent said that if the substitute resolution was approved, then it would automatically take the place of the original resolution.

Senator Donoho made a motion to postpone the debate on both the original and substitute resolutions until the May 17, 2004 Senate meeting. The motion was seconded. The Senate voted and the Donoho motion failed.

The Senate then voted on the substitute resolution and the resolution passed by a vote of 21 for, and 11 against. Senator Brent then made a motion to send the resolution out for a faculty referendum. The motion was seconded. The Senate voted and the motion passed.

V. Unfinished Business - None**VI. Policy Committee and University Library Board Action Items. In rotation.**

- A. Organization and Government Committee - Moved to next meeting**
- B. Budget Advisory Committee – Moved to next meeting.**
- C. Instruction and Student Affairs Committee – Moved to next meeting.**
- D. University Library Board – Moved to next meeting.**
- E. Professional Standards Committee – Moved to next meeting.**
- F. Curriculum and Research Committee – Moved to next meeting.**

VII. Special Committee Reports – None**VIII. New Business –****A. Faculty Diversity Report to Senate per SS-S03-5 –**

Joan Merdinger from Faculty Affairs said, "Our office was asked to provide an update on faculty hiring and retention, particularly with regard to the university's to recruit and maintain a diverse community of faculty. Our focus today is on recruitment, hiring, and retention data for tenure track faculty. As you know, significant resources are spent on trying to hire and maintain tenure track faculty that are likely to spend a good portion of their academic career at SJSU. When doing this we follow affirmative action guidelines. We do this by significant outreach efforts by print and the web to create as large a pool as possible for each of the faculty positions. The final date of the search, each applicant in the pool has an equal opportunity to be selected as a finalist. We also follow Executive Order 883, the Chancellor's direct guideline for non-discrimination and affirmative action programs. Our campus' specific policies about affirmative action and equal opportunity are F89-15, F98-8, and 13. What we are here today to do is talk about how we have done in 2003-2004. We were informed by the Chancellor's office that we would be expected to do 25 searches this year in order to replace resignations, retirements, and FERP's. We are in the midst of conducting 45 searches this year, and offers have been made to 7 prospective members as of Friday last week. By September 2004, we will have our total number of new tenure track hires, and they will be recorded as 2004/2005 tenure track faculty."

Ms. Merdinger said, "At the directive of the Provost, and as there was no new funding available for tenure track searches this year, existing colleges and school budgets funding new positions in 2004/2005. No positions will roll from the previous years, and national searches for temporary faculty at 1.0 were examined on a case-by-case basis. Departments submitted 5-year recruitment plans to college planning councils or other such committees, with the Dean indicating that sufficient funds were available to hire new tenure track faculty members in 2004/2005. Appropriate paperwork needed to be filed with our office in order to proceed, and as many of you know, we discuss each year about the importance of beginning searches early in order to recruit the best candidates. These people are also the most competitive in the job market. We hope this year to have an earlier start date for recruitment. We have been tracking tenure track hires for several years, in the first handout we just gave you, you can see that we only hired 20 new tenure track faculty in 2003/2004. We hired no African-American, and no American-Indian faculty. We hired 45% Asian and Asian-American faculty, 10% Latino/Hispanic faculty, and 35% white faculty. In the CSU in general, we hired 6% African-American faculty, and 0.7% American-Indian faculty. We hired 14% Asian and Asian-American faculty, and 10% Latino/Hispanic faculty, and 62.7% white faculty."

Ms. Merdinger stated, "Our 2003/2004 recruitments resulted in the second highest percentage of minority hiring in the CSU, only Monterey Bay had a higher percentage. Gender is also tracked for our new faculty members in 2003/2004. As you can see from the gender breakdown, we hired 43% female and 57% male. Again, looking at that same first page, you can see 45% of our tenure track faculty received their terminal degree in the state of California, and 15% came directly from teaching or post doctoral studies. Fifteen percent were temporary faculty members at SJSU before their appointment as tenure track faculty at SJSU. In 1993/1994 during the time of the last budget crisis, we hired only 10 new faculty members. Our best hiring numbers occurred in 2002/2003 when we hired 70 new faculty members. In 2003/2004, 70.4% of our total tenure track faculty were white, and 26.9% are minority faculty. If you go back ten years ago to 1993/1994, 77.2% were white and 22.8% minority. We can see that changes in ethnicity are occurring slowly. If you look at the whole CSU, it is comprised of 76% white faculty, and 24% minority. If you go back to 1991/1992 you will see that we had 70% male tenure/tenure track faculty, and 30% female. In 2003/2004, we had 57% male tenure/tenure track faculty and 43% female. As you can see gender is changing more rapidly than ethnicity. The final handout relates to retention for the year 2002/2003. Since 1993/1994, we have lost 102 tenure and tenure track faculty who have not been replaced. In 1993/1994, we had 886 tenure/tenure track faculty. In 2003/2004, we had only 784, that's a difference of 102 people. Our best year for hiring in the last decade was actually 1991/1992. In that year we hired 76 people. In summary, at SJSU we are making slow progress in creating more ethnic and gender diversity. However, we have a national pool of graduate students that are not yet as diverse as our student population is. For example, we look at those receiving doctorates between the years 1996-2000, we find that 5.2% were African-American, .7% were American Indian, 9.4% were Asian-American, and 79.7% were white. Although we have more work to do, we do have programs that can be helpful to our ability to hire and maintain a diverse faculty. Undergraduate and graduate programs give us access to the next generation of teachers and scholars. We need to introduce faculty to the CSU forgivable loan program."

we need to recruit students to our McNair scholar's program. We offer graduate and teaching assistantship opportunities to students at SJSU. We still have more to do."

B. WASC Update –

Professor Shifflett said, "I will be real quick since it is so late. We are right now in the second stage of review. We have successfully engaged the campus in discussion around where we are, where we'd like to be, and how we are going to get from here to there. We have a capacity report that is in its final stage. It has already gone out to campus for review and the deadline is next Friday. We got verbal feedback. On April 30th, we are going to get out to the campus a request to review the portfolio. The portfolio is a web-based compilation of evidence that the university has the capacity to do good. Both the report and the portfolio go into WASC on July 1st. They had the chance to engage in discussion at several forums we held. I'm not going to take the time to go through what we did at each and every one of them due to lack of time. I will refer you to the web site. The notes from every single forum that we have held are on the web site. The URL is on the back page of the handout. I want you to know about one of the procedures we used, because we involved the Senate big time. We mapped every criteria for review and question for institutional engagement to the university's committee structure. We gave five pieces that were tangible to every committee. We got all that input in, and we got it in before the writers started writing. They are very comfortable that the report we are turning in is the campus voice. It is not the voice of essay writer number one or number three. We had gotten information from the campus before anybody started writing. All that information was in before Christmas break, and the writers did not start writing until after the break. I also want you to know that each one of the division VPs contributed a reflective statement about their division. We also got input from every director of university programs. No one had pulled all this information together in one spot before. It is a really good resource. Every essay is tied to a WASC standard. There are four WASC Standards, and we have written to those standards. The portfolio is a web-based presentation and has four sections. One is called, "SJSU, a Metropolitan University." It has great content. The second section is called, "Student Development." There is a wide range of information there for you to take a look at. The next section is called, "Enrollment Management." This section is there because they are areas to focus on in this WASC review. Finally, the last section is called, "Institutional Effectiveness." We fully expect this section to live on way beyond WASC."

IX. State of the University Announcements. Questions. In rotation.

- A. Associated Students President – moved to the next meeting due to lack of time.**
- B. Statewide Academic Senators – moved to the next meeting due to lack of time.**
- C. Provost – moved to the next meeting due to lack of time.**
- D. Vice President for Administration – moved to the next meeting due to lack of time.**
- E. Vice President for Student Affairs – moved to the next meeting due to lack of time.**

X. Adjournment – The meeting adjourned at 5:00 p.m.