

Resolution Number: RS16-345

May, 2016

Whereas:

the importance of shared governance to the university reminds us that a university, most fundamentally, is its students and its faculty, and

Whereas:

service to the university from its faculty, staff, and students is necessary for effective functioning of every aspect of university life and governance, and

Whereas:

service to the community is an integral part of the current Strategic Plan and, in every mission statement since its inception, is what has defined SFSU as "the city's university," and

Whereas:

shared governance service happens at all levels of the university: including but not limited to departmental advising; serving on departmental committees; sponsoring student organizations and directing non-instructional activities and projects; developing programs and curricula; coordinating programs; chairing departments; serving on university committees; and participating in our University Senate, and

Whereas:

shared governance is both inextricable from and necessary for the successful realization of the university's other two criteria for faculty excellence: effective teaching and professional development, and

Whereas:

faculty service is expected and compensated for all tenured/tenure track faculty at the .2 level; but the need for faculty service at all university levels is far greater than what is built into faculty workload, and

Whereas:

our current university RTP criteria and most departmental criteria recognize Contributions to Campus and Community, especially that above the .2 level, as equal to and on a par with Teaching and Professional Development as criteria for earning tenure and promotion, and

Whereas:

when faculty are not encouraged to do service, and are not recognized for the service

they do in matters of shared governance, the trust of the campus in the transparency of the University's administration is compromised and the University's sense of community is eroded, and

Whereas:

faculty service is often under-recognized and performed inequitably, as for instance is examined by the current SFSU study Evaluating the Impact of Service on Career Advancement of Women Faculty at SF State, and

Whereas:

in 2014, the Strategic Issues Committee found that 91% of faculty and staff felt their service was ?1) not valued, 2) doesn't matter, or 3) hurts them in terms of promotion and professional advancement?; therefore be it

Resolved:

that the people responsible for all levels of review for tenure, promotion, and post-tenure honor and commit to reviewing and valuing service according to university and departmental RTP criteria, and be it also

Resolved:

that clear distinctions should be made about what shared governance expectations are in the various tenure and promotion processes, and be it also

Resolved:

that shared governance expectations should differ for differing ranks but should be an important part of RTP considerations, and be it also

Resolved:

that departments should consider revising their promotion to full professor criteria to highlight the importance of shared governance and contributions to the campus community.
