Resolution Number: RS19-383
April, 2019

Whereas:
RATIONALE: Staff are essential to many aspects of the learning, teaching & work experiences at all universities. The perspectives and experience of the staff can give innovative insight into the operations of a university and how to improve those operations. As stakeholders in the campus community, staff participation in policy and decision making processes will likely increase successful operational outcomes. Through increased participation in shared governance, staff can beneficially contribute to a more harmonious campus and enhanced university experience.

Whereas:
Staff are defined as full time employees represented by bargaining units 1, 2, 4, 5, 6, 7, 8, 9 and 11; and

Whereas:
Academic Senate Resolution RS16-345, in Support of the Role of Service and Shared Governance at San Francisco State University, highlights the importance & necessity of participating in service and shared governance at San Francisco State University; and

Whereas:
Participation in shared governance and committee work is an excellent development opportunity for staff to gain leadership experience and develop a greater understanding of the academic enterprise; and

Whereas:
Evidence demonstrates that staff engagement is essential to organizational success; and

Whereas:
There is currently no mechanism, similar to the faculty Administrative Search Committee Pool, for staff to volunteer to participate in shared governance or service work such as serving on a committee; and

Whereas:
There is currently no committee or other shared governance body, other than collective bargaining unions, that focuses on staff-centered issues in a manner similar to the Faculty Affairs Committee or the Student Affairs Committee; and

Whereas:
There are currently only three at-large elected staff positions on the Academic Senate at San Francisco State University representing over 2,700 full time equivalent staff, with only one seat becoming available each year; and

Whereas:
Eleven of the 23 CSU campuses currently have an organization dedicated to staff representation (a staff council, staff assembly, or staff committee); and

Whereas:
San Diego State University is practicing a model of shared governance that engages all of its constituents in the form of a University Senate; and

Whereas:
The University of California and the California Community College systems each have a system-wide staff governance body (the Council of University of California Staff Assemblies & the California Community Colleges Classified Senate) to support robust local staff governance bodies at the various campuses; and

Whereas:
The university's mission is best accomplished by active participation of all constituents in shared governance; therefore be it

Resolved:
That the Department of Human Resources help facilitate the development of policies and practices that accommodate and support reasonable levels of participation by staff in shared governance activities; and be it further

Resolved:
That all university divisions administer confidential staff surveys substantively similar to the Gallup Employee Engagement Survey recently administered by the Administration & Finance Division, to help identify potential areas for improvement in managerial practices or administrative processes that may be adversely affecting staff engagement and retention; and be it further

Resolved:
That the Executive Committee of the Academic Senate create the equivalent of the Administrative Search Committee Pool for staff to voluntarily express their interest in participating in shared governance by the end of the 2019-20 academic year; and be it further

Resolved:
That the Executive Committee of the Academic Senate consider increasing the number of staff representatives that participate in the Academic Senate to include one staff
Resolved:
That the Executive Committee of the Academic Senate consider creating a Staff Affairs Committee as a standing committee of the Academic Senate by the end of the 2019-20 academic year; and be it further

Resolved:
That the standing committees of the Academic Senate examine possible benefits and effects of moving from an Academic Senate model to a University Senate model; and be it further

Resolved:
That the Executive Committee of the Academic Senate request that all collective bargaining units for SFSU staff consider the value and impacts of expanding staff participation in shared governance activities in their Collective Bargaining Agreement negotiations.

Resolved:
That the Academic Senate of San Francisco State University forward this resolution to the offices of the President and Vice Presidents at San Francisco State University, the California State University Academic Senate Chair, and all collective bargaining units for SFSU staff.