

TO: Senate Executive Committee / Senate

FROM: Linda Abarbanell, Co-Chair, SDSU Imperial Valley Faculty Council, David Kanaan, Co-Chair, SDSU Imperial Valley Faculty Council, Keven Jeffery, Chair, Faculty Affairs Committee

DATE: April 24, 2024

RE: Action Item: Resolution on Priorities for Collegiality, Inclusivity, and Equity for IV Faculty in Home Departments on the San Diego Mesa Campus

San Diego State University Resolution on Priorities for Collegiality, Inclusivity, and Equity for IV Faculty in Home Departments on the San Diego Mesa Campus

WHEREAS, all tenure-track faculty whose primary teaching assignment is on the Imperial Valley campus have dual appointments with a home department on the SDSU Mesa campus in San Diego; and

WHEREAS, all tenure-track faculty whose primary teaching assignment is on the Imperial Valley campus undergo tenure review by a peer committee and their department chair on the Mesa campus; and

WHEREAS, the degree of inclusivity extended to said faculty by their home departments on the Mesa campus, including mentorship, resources, and invitations to participate in meetings and committees where decisions have import for them, has historically and continues to depend on the practices of individual department chairs; and

WHEREAS, said faculty have historically and continue to experience large inequalities with respect to resources when compared with faculty in their home departments on the Mesa campus, including large gaps in salary;

WHEREAS, the above-mentioned factors have historically had and continue to have an effect on faculty recruitment and retention, and, by extension, the education that is offered to students enrolled on the Imperial Valley campus; and

WHEREAS, the above-mentioned factors contradict SDSU's stated mission of excellence and its goal of being One SDSU Community;

Be it resolved, that the SDSU University Senate supports the following list of Priorities for Collegiality, Inclusivity, and Equity for Imperial Valley faculty in their Home Department on the Mesa Campus to be considered for adoption into the SDSU Senate Policy File and the Department Chairs Handbook.

1. Recruitment and retention of SDSU Imperial Valley faculty should require offering and adjusting salaries equivalent to their San Diego-unit colleagues based upon experience and achievements, and not be reduced due to the location of the campus.
2. SDSU Imperial Valley tenured/tenure track faculty should be included in all faculty directories and have equivalent website profile pages as other tenured/tenure-track faculty within their San Diego-based unit (Department, Division, School, or College).
3. SDSU Imperial Valley tenure-track faculty at the Assistant level should be offered the opportunity of having a tenured faculty mentor and tangible systems of support (e.g., administrative support) from their San Diego-based unit or equivalent.

4. SDSU Imperial Valley tenured/tenure track faculty should be invited to attend faculty meetings within their San Diego-based unit with a virtual option being provided.
5. SDSU Imperial Valley tenured/tenure track faculty should be included in the conversation of their respective San Diego-based unit committees where decisions have implications for the SDSU Imperial Valley campus, e.g., curriculum committees.
6. SDSU Imperial Valley tenured/tenure track faculty is to be provided with access to individual or shared office space on the San Diego Mesa campus.
7. SDSU Imperial Valley faculty should receive appropriate reimbursement and/or accommodations for travel expenses (e.g., mileage) when required to attend activities or teach at the Mesa Campus.
8. To avoid confusion with the local community college (Imperial Valley College or IVC), and because virtually all of the students in the Valley who transfer to SDSU-IV come from that college, references to SDSU Imperial Valley should consist exclusively of SDSU Imperial Valley, SDSU-IV or, in the simplest case, IV. All relevant systems should be updated to reflect this nomenclature.
9. Information about the rights and responsibilities of IV faculty, including the points outlined above, should be added to the Senate Policy File and the Department Chair Handbook.
10. Department chairs on the Mesa campus should receive training about the existence and integration of Imperial Valley campus faculty into their home departments in San Diego.