



SAN DIEGO STATE
UNIVERSITY

SDSU SEC Agenda

Nov 16th, 2021

Online via [Zoom](#)

2:00 to 4:30 pm

1. Call to Order, Land Acknowledgement, and Principles of Shared Governance:

Land Acknowledgement

We stand upon a land that carries the footsteps of millennia of Kumeyaay people. They are a people whose traditional lifeways intertwine with a worldview of earth and sky in a community of living beings. This land is part of a relationship that has nourished, healed, protected and embraced the Kumeyaay people to the present day. It is part of a world view founded in the harmony of the cycles of the sky and balance in the forces of life. For the Kumeyaay, red and black represent the balance of those forces that provide for harmony within our bodies as well as the world around us.

As students, faculty, staff and alumni of San Diego State University we acknowledge this legacy from the Kumeyaay. We promote this balance in life as we pursue our goals of knowledge and understanding. We find inspiration in the Kumeyaay spirit to open our minds and hearts. It is the legacy of the red and black. It is the land of the Kumeyaay.

Eyay e'Hunn My heart is good.

Michael Miskwish – Kumeyaay

Principles of Shared Governance:

Trust is recognized as a fundamental ingredient that is essential for effective shared governance. Without trust, the practices of partnership, inclusion, open communication, ownership, and accountability are likely to break down. SDSU community members have identified three key principles for shared governance at SDSU that all rely on the fundamental ingredient of TRUST: Respect, Communication, Responsibility.

2. Approval of Agenda (Preciado)

3. Officers Report

- 3.1. Referrals Chart (Butler-Byrd)-----Page 5
- 3.2. Senate Budget Update (Fuller)
- 3.3. Senate Documents and Workflow Update
- a) The updated policy file available for download as a PDF
 - b) Timeline for updating web based information:
 - i) Committee Rosters - by December Senate meeting
 - ii) Web-based Policy File - goal is by December meeting, but it may go to start of spring
 - iii) Committee Meeting Agendas/Notes for F21 - spring semester
 - iv) Resolutions - spring semester
 - c) Senate Help Form on the website as a feedback loop for the Policy File, to report proxies, to update incorrect committee information, etc
- 3.4. Chair announcements:
- a) Reminder -- that SDSU Senate extended the CR/no-CR indefinitely.
 - b) Creation of Ad hoc Committee to create Senate Diversity Plan. Last year the Senate/Senate officers agreed that it would be appropriate that the Senate also have a Diversity Plan since it is asking all other dept/colleges/unit to create one. Call for participation at Senate and SEC.
- 3.5. SEC Minutes Oct. 19th (Preciado) <https://senate.sdsu.edu/sec-agendas-minutes>
4. Academic Affairs Report
- 4.1. Provost's Report (Ochoa)
5. Senate Actions
- 5.1. HOLD for ITEM: Environment and Safety Committee (E&S) Endorsement of-----Page 9
Committee Recommendations Regarding Campus Emergency Preparedness Training
(Seshagiri)
 - 5.2. Amend policy language to ensure that the University Senate is also responsible for-----Page 11
creating and maintaining plans for faculty and staff equity, diversity and inclusion.
(Weston)
 - 5.3. Academic Calendar Update 2022 - 2023 for Senate ratification (AVP Brooks)-----Page 12



SAN DIEGO STATE
UNIVERSITY

- 5.4. Constitution and Bylaws (CBL) Action Items (Baljon)-----Page 15
- a) Resolution Bylaw Requirements
 - b) "Order of Business (Agenda)" 2nd reading
- 5.5. Faculty Affairs Committee (FA) Action Items (Jeffery)-----Page 19
- a) Revision to Policy File: Reappointment, Tenure, and Promotion: Journal Metrics
 - b) Revision to Policy File: Reappointment, Tenure, and Promotion: Responsiveness to diversity.
- 5.6. Campus Development Committee (CDC) Action Items (Amanda)-----Page 21
- a) Renaming the following existing International Student Center buildings
Building #074A, #074B, #074T, the four International Student Center buildings
 - b) Renaming of the Don Powell Theatre.
- 5.7. Staff Affairs Committee (SAC) Report (Rehfuss)-----Page 31
- 5.8. Tenure-Track Planning Committee (Butler-Byrd)-----Page 32
6. Committee Reports
- 6.1. Undergraduate Curriculum Committee (UCC) New Course Information (Barbone)-----Page 35
- a) Program Information
 - b) Course Action Information
 - c) 2022-2023 University Catalog - Information - 500-level Courses (Barbone/Love)
- 6.2. Graduate Council (Love)-----Page 39
- a) Program Action Information
 - b) New Course Modifications
- 6.3. General Education General Education Information (Wilson)-----Page 46

- 6.4. Faculty Affairs Committee (FA) Lectures and Staff Periodic Reviews Statement-----Page 47
regarding COVID's Impacts on the and Add COVID-19 Statement to TT, lecturer &
staff evaluations during pandemic (Jeffery)
- 6.5. Constitution and Bylaws (CBL) Review Selection Procedures for Search Committees:-----Page 48
Administrators. (Baljon)
- 6.6. CFA Update (Abdel-Samad)-----Page 50
- 6.7. ASCSU report (Ornatowski)-----Page 51
- 6.8. URAD Report (Vargas/Swanson) TIME CERTAIN 3:30PM-----Page 58
- 6.9. Principles of Community statement, as part of Activity 39 of the Strategic Plan-----Page 62
implementation (Lewison) TIME CERTAIN 3:00PM
7. Announcements (Weston)
8. Adjourn.



SAN DIEGO STATE UNIVERSITY

Senate Referral Chart
November 2021

	Date Received (M/Y)	From	Title	Description	Referred to (use committee full name)	SEC Date	Senate Date
19	09/2021	Senate Officers	Emergency Course Modality Determination Policies, Processes & Procedures	Clarify policies, decision-making processes and procedures, faculty and administration roles, while ensuring student rights and well-being during emergencies that impact course modalities for effective teaching, health and safety.	Academic Policy & Planning		
20	09/2021	Senator Brian Adams	Bylaw regarding Resolution Requirements	Requests that CBL review senate bylaws regarding the submission of resolutions and consider adding the following to the bylaws: In order for a resolution to be considered by the Senate, at least 10 Senators or a committee need to endorse it (resolutions would need to list endorsees at the end of the text)	Constitution & Bylaws		
21	9/2021	Senator Brian Adams	Examine the Feasibility and Consequences of Reducing Syllabus Requirements	Examine the feasibility of reducing syllabus requirements."	Academic Policy & Planning		
22	10/2021	AVP Joanna Brooks	Implementation of a Diversity Statement in RTP Files	Review RTP implementation documents, provide a recommendation on the status of diversity statements for next year's RTP cycle and develop any policy language required to implement the committee's recommendation.	Faculty Affairs		
23	092021	Senate Officers	Revise Posting Senate Agendas and Materials Bylaws regarding Confidential Attachments	Review and revise 13.0 Availability of Documents, 13.2 Bylaw to indicate that confidential attachments shall only be available to members of the Committee to reflect the availability of confidential attachments.	Constitution & Bylaws		
24	09/2021 & 10/2021	Senate Officers	Review & Update Curriculum Changes, Undergraduate Bylaws & Floor Charts	Review and update senate bylaws regarding <i>Curriculum Changes, Undergraduate, and Graduate</i> . 4.1. and update 5.0 <i>Flow Charts for Processing Proposals</i> (5.1., 5.2, 5.3, 5.4. 5.5).	Undergraduate Curriculum Committee		
25	10/2021	Senate Officers	Policy File Review re 4.0 Diversity--regarding Global Campus & Nondiscrimination & Equality Opportunity Bylaws	Review Policy File 4.0 Diversity--Review and discuss the inclusion of Global Campus into DEI-related policies. Also, review Non-discrimination & Equal Opportunity bylaws for compliance and update titles and roles.	Diversity, Equity & Inclusion		
26	10/2021		Five-Year Review of Academic Administrators	Review and Update Bylaw <i>2.0 Five-Year Review of Academic Administrators and their Offices</i> . Due to reorganizations and new roles, some listings in this policy are not up-to-date.	Academic Policy & Planning		
27	10/2021	Senate Officers	Search Committees for University Administrators Bylaws & Elections Clarifications	Review and update Bylaws pertaining to <i>Search Committees for University Administrators</i> . Update and clarify bylaws and elections processes. Note: Referral #26 was redundant with #27, so they are now combined and #26 has been eliminated.	Academic Policy & Planning & Committee on Committees and Elections		
28	10/2021	Senate Officers	Integrity in Research and Scholarship Bylaws Review	Review and update bylaws regarding <i>Integrity in Research and Scholarship</i> to reflect new regulations, reorganizations, and new positions.	Graduate Council & VP of Division of Research and Innovation		
29	10/2021	Senate Officers	Instructional and Information Technology Committee Bylaw Review and Update	Review and update bylaws regarding <i>Instructional and Information Technology Committee</i> .	Instruction and Information Technology Committee		

To: Senate

From: Sridhar Seshagiri, Chair, Environment and Safety Committee

Date: November 2021

Subject: ACTION: Endorsement of Committee Recommendations Regarding Campus
Emergency Preparedness Training

Action

The Environment and Safety Committee moves Senate endorsement of the following Committee recommendations:

1. Develop online emergency preparedness training to be distributed for all faculty, staff and students.
 - a. Training development will be led by Emergency Services (<https://bfa.sdsu.edu/safety/emergency>), with input from other departments, such as EH&S, University Police, Student Affairs, Associated Students, and Human Resources.
 - i. Training will be as specific as possible to SDSU's unique campus environment.
 - ii. This training will be in addition to the CSU Active Shooter Training. However, we recommend that the SDSU emergency preparedness training and the CSU active shooter training be combined for our campus so staff only need to complete one training, not two, if possible.
 - b. Training implementation for faculty/staff will be coordinated by Human Resources via CSULearn.
 - i. Required immediately upon development and implementation for all existing faculty /staff via CSU Learn, and henceforth, every two years from the date of the initial training.
 - c. Training implementation for students will be coordinated by Enrollment Services.
 - i. Required for all students in attendance at SDSU by the end of the semester the training is first released.
 - ii. After the initial rollout, required for all new students by the end of their first enrolled semester.
 - iii. Registration hold if the training is not completed.
2. Include an emergency preparedness overview presentation in New Faculty Orientation starting Fall 2022.
3. Include an emergency preparedness overview presentation at New Student Orientation.
4. Develop an emergency preparedness expo to be held on campus each year.

Rationale for Recommendations

1. Because SDSU's faculty and staff are an important part of the campus environment, and because they have daily interaction with and responsibility for our students, it is

important that they receive regular emergency preparedness training. Currently, faculty are not required to attend any emergency preparedness training, nor are there training courses intended specifically for faculty.

2. CSU Executive Order 1056 requires "...an overview training [of emergency preparedness] for every employee within one year of employment." Such an overview is provided to all staff and students through their respective orientation processes, but it has not been a part of faculty orientation. A 5-10 minute block during orientation would meet the requirements of the Executive Order.
3. Given the sheer number of employees and students, as well as the diverse college, department and office protocols and cultures at SDSU, managing emergency preparedness is best managed in the online CSULearn system and the student equivalent.

To: SEC / Senate
From: Wil Weston, Senate Chair
Date: November 12, 2021
Subject: ACTION: Amend policy language to ensure Senate is also responsible for creating and maintaining plans for faculty and staff equity, diversity and inclusion

Language to be added highlighted and bolded below:

*6.2 The Chief Diversity Officer, in consultation with Senate DEI, will implement a process for every division, auxiliary, college, department/school and unit, **including the University Senate**, to create and/or revise plans for faculty and staff equity, diversity and inclusion. This will occur at least every five years. Plans should focus on diversity of representation, climate, and equitable success outcomes.”*

Rationale:

The rationale is simply that the University Senate should also be part of equity, diversity and inclusion planning process that it requires of other college departments and campus units.

Date: October 20, 2021
 To: Senate Officers
 From: Joanna Brooks, AVPFASS
 Re: Academic Calendar Update 2022 - 2023 for Senate ratification

[S.475 - Juneteenth National Independence Day Act](#) signed into federal law earlier this year amended [Title 5 U.S. Code § 6103 - Holidays](#) to establish June 19 as a federal holiday. This law applies specifically to federal employees and is not automatically adopted by states unless legislation is passed that conforms with the federal law. According to the CSU Chancellor's Office / governmental relations, under normal processes, California's state legislature is unlikely to pass such legislation until Fall 2022.

To provide for the campus observance of Juneteenth in 2022, Human Resources, Enrollment Services, and Faculty Advancement and Student Success (the custodial office for the academic calendar) have developed a recommendation for realignment of existing holidays, which has been reviewed and approved by the President's Office. This recommendation now comes to the Senate for review and approval.

For 2022, June 19 is a Sunday. Campus paid holiday observance would take place on Monday, June 20, impacting instruction in Summer Session 1. We recommend that the start of Summer 2022 session 1 be moved to May 23. This would maintain the number of instructional days in S1 at 28 and S2 at 29. It would, however, remove all business days for spring end of term processing and contingent enrollment clean-up.

Under Title 5, § 42920, the President may "realign" some holidays "consistent with the needs of the campus." Currently, President's Day, Lincoln's Birthday, and Columbus Day are realigned to Winter Break. We propose to realign Columbus Day to Monday, June 20, 2022, to allow for campus paid holiday observance of Juneteenth.

SDSU Academic/Holiday Calendar
2022-2023

Summer 2022

<u>Date</u>	<u>Holiday/Activity</u>
Mon, May 23, 2022	First day of Summer term
Mon, May 23, 2022	First day of classes
Mon, May 30, 2022	Memorial Day (Campus closed)
Mon, June 20, 2022	Juneteenth / *Columbus Day (Campus closed)

Mon, July 4, 2022
 Fri, August 12, 2022

Independence Day (Campus closed)
 Last day of classes (Final examinations are the last day of classes for each summer session)

Wed, August 17, 2022

Last day of Summer term, grades due from instructors (11 pm deadline)

Fall 2022

Date

Thurs, August 18, 2022
 Mon, August 22, 2022
 Mon, September 5, 2022
 Fri, November 11, 2022
 Wed, November 23, 2022
 Thu, November 24 - Fri, November 25, 2022

Holiday/Activity

First day of Fall semester
 First day of classes
 Labor Day (Campus closed)
 Veterans Day (Campus closed)
 No Class (Campus open)
 Thanksgiving Break: (Campus closed)
 11/24 Thanksgiving Day
 11/25 * Admission Day

Mon, December 12, 2022

Last day of classes

Tues, December 13 – Mon, December 19, 2022

Final Examinations

Thurs, December 22 – Tues, December 26, 2022

Winter Break: (Campus closed)

12/22 * Lincoln's Birthday

12/23 * Washington's Birthday

12/26 * Christmas Day

Fri, December 30, 2022

Last day of Fall semester, grades due from instructors (11 pm Deadline)

Spring 2023

Date

Mon, January 2, 2023
 Mon, January 16, 2023
 Tues, January 17, 2023
 Wed, January 18, 2023
 Mon, March 27 – Fri, March 31, 2023
 Fri, March 31, 2023
 Thurs, May 4, 2023
 Fri, May 5 - Thurs, May 11, 2023
 Thurs, May 11, 2023
 Fri, May 12 – Sun, May 14, 2023
 Thurs, May 18, 2023

Holiday/Activity

New Year's Day (Campus closed)
 Martin Luther King, Jr. Day (Campus closed)
 First Day of Spring semester
 First day of classes
 Spring Break
 Cesar Chavez Day (Campus closed)
 Last day of classes
 Final Examinations
 IVC Commencement
 Commencement – San Diego Campus
 Last day of spring semester, grades due

from instructors (11 pm Deadline)

*= Re-scheduled holiday

Click [here](#) for calendar layout.

To: SEC / Senate
 From: Arlette Baljon, Chair, Constitution and Bylaws Committee
 Date: November 10, 2021
 Subject: ACTION: Resolution Bylaw Requirements: Senate Officers received requests that CBL review senate bylaws regarding the submission of resolutions and consider adding the following to the bylaws: In order for a resolution to be considered by the Senate, at least 10 Senators or a committee need to endorse it (resolutions would need to list endorsees at the end of the text).

ACTION: The CBL Committee moves that the Senate adopt the following changes to Senate policy file (Bylaws).

8.0 Order of Business (Agenda)

8.1 The regular order of business of the Senate shall be the agenda prepared by the Executive Committee.

8.2 Any member of the Senate may present to the Secretary of the Senate items for the agenda. **Resolutions, if not forwarded by a committee, have to be endorsed by at least 5 voting senators (endorsees to be listed at the end of the text).** The Secretary shall deliver all such items to the Executive Committee, which shall place them on the agenda for the next regular Senate meeting or refer them to a specific committee. Disposition of such items shall be indicated in the minutes of the Executive Committee.

8.3 Senate Committees and members of the senate ought to submit the proposed agenda items including resolutions at least 4 working days before the Senate Executive Committee meets.

{remainder has to be renumbered}

Rationale:

The places somewhat of a barrier on putting resolutions on the senate agenda, since at least 5 senators or a committee have to endorse. 5 seems the optimal to CBL. There are only just over 100 voting senators hence this means about 5% of all voting senators have to endorse. Some group like staff, temporary faculty, or students have less than 10 representatives in the senate. It is important that these groups can bring forward resolutions that concern their constituency. Moreover committees are allowed to place a resolution on the agenda, even though some of these are very small (CBL itself has only 7

voting members).

We also clarified in 8.3 that even though members are allowed to present items to the agenda, these have to be their 4 working days before the Senate Executive Meeting at which the senate agenda is set, so that the Secretary of the Senate and other officers have ample time to prepare the agenda for the executive meeting.

To: SEC / Senate
 From: Arlette Baljon, Chair, Constitution and Bylaws Committee
 Date: November 10, 2021
 Subject: ACTION: Request from Parliamentarian 2/22/2021 to make Section 8 of Policy File Bylaws "Order of Business (Agenda)" clearer so that we know what to do if someone wants to bring an item directly to the floor.

ACTION: The CBL Committee moves that the Senate adopt the following changes to Senate policy file.

8.0 Order of Business (Agenda)

.....

~~8.3—No action shall be taken on a substantive proposal other than amendments thereto at a meeting of the Senate unless that proposal and supporting information have been circulated in writing to members of the Senate at least four working days before that meeting. This rule may be suspended by a two-thirds majority.~~

8.3 The senate agenda as approved by the executive committee shall be made available in writing no later than four working days before a University Senate meeting.

~~8.4 An agenda item may be brought to the floor for action by a simple majority vote.~~

8.4 Any senator may bring an information item on the approved agenda of the University Senate to the floor for debate. To move it to action a simple majority vote is needed.

8.5 Any member of the Senate may present an action item on the senate floor. A two-thirds majority vote is needed to place it on the agenda.

Rationale: It is unclear in the current version of the policy file how and if someone can bring an item directly to the senate floor. The new wording clarifies:

8.3 Stresses the importance of the senate agenda being available in a timely matter so colleges can hold their Caucus meetings.

8.4 Only information items *already on the approved agenda* can be brought forward *for action* when 50% (+1) of voting senators agree. (in this case 2 votes are needed; one to decide about a change from information to action item and

one to decide on the matter). Merely debate will happen if one senator asks for it. The most common situation to which this applies is the University Catalogue-Information Courses information item.

8.5 states that a two-third majority is needed to *place an action on the agenda* last minute. (without screening by SEC). This happened for instance to approve extended C/NC grade options during COVID.

TO: Senate Executive Committee / Senate

FROM: Keven Jeffery, Chair, Committee on Faculty Affairs

DATE: October 27, 2021

RE: Referral (07/2020): Revision to Policy File: Reappointment, Tenure, and Promotion: Criteria (Excluding Library Faculty and Student Affairs Faculty) 3.2 Professional Growth

Action:

Reappointment, Tenure, and Promotion: Criteria (Excluding Library Faculty and Student Affairs Faculty)

3.2 Professional Growth

A consistent pattern of continuous growth in research, scholarship, or creative activity that is relevant to the discipline or field of study shall be essential to the teaching effectiveness of faculty members, to the body knowledge of the profession, and to the mission and stature of the university. Criteria for evaluating professional growth shall include: significant and sustained contributions of high quality to the field; a well developed, coherent, and focused research plan or artistic vision; originality of thought and creativity; a demonstrated capacity for independent intellectual progress; and innovative contributions to the body of knowledge. Evidence for evaluating professional growth, as identified and defined in department or school and college guidelines, shall comprise: externally reviewed professional growth activities including, as a primary and necessary element, refereed publications of merit (which may include contributions to the scholarship of teaching and learning), or juried or curated exhibitions and performances. In appropriate disciplines, extramural grant funding may be required to support research, but grant funding is not in and of itself sufficient for tenure and/or promotion. Additional evidence of research, scholarship, and creative activity that supports the primary evidence above may include: presentation of scholarly papers; non-refereed or invited publications, exhibitions, and performances; translation and annotated editions; awards, grants, and honors received; journal or book editing; and leadership of and participation in seminars, workshops, institutes, and competitions. Quality of the evidence may be identified in several ways, appropriate to the various disciplines, and may include: published or unpublished reviews of a candidate's work; external reviews; number of citations for a published work: journal **metrics impact factors**; acceptance rates; stature of journal or book editorial boards; and/or reputation of journal or publisher in the field. The candidate shall delineate his or her role/contribution in all scholarly works.

Rationale:

The term "journal impact factors" can be confused with Journal Impact Factor, the proprietary name of a value calculated by Clarivate Analytics in their yearly *Journal Citation Report*. This has led to the incorrect belief that the Clarivate value is required to show journal quality for professional growth items. "Journal metrics" is a more inclusive term that can be applied to the journal quality calculations of a number of organizations, and also to alternative metrics popular in disciplines whose journals are not well represented in products like the *Journal Citation Report*.

TO: Senate Executive Committee / Senate

FROM: Keven Jeffery, Chair, Committee on Faculty Affairs

DATE: October 27, 2021

RE: Referral (10/23/2021): Revision to Policy File: Reappointment, Tenure, and Promotion: Criteria (Excluding Library Faculty and Student Affairs Faculty) 7.0 & Reappointment, Tenure, and Promotion of Librarians: Criteria 4.0

Action:

Reappointment, Tenure, and Promotion: Criteria (Excluding Library Faculty and Student Affairs Faculty)

7.0 Achievements shall be supported by evidence as specified above. Candidates may list all achievements in a curriculum vitae. Candidates shall present in their Personnel Data Summary (PDS) a limited listing and discussion of no more than five of their important achievements in each of the three categories. **Responsiveness to diversity shall be summarized as a separate entry in the PDS.**

Reappointment, Tenure, and Promotion of Librarians: Criteria

4.0 Candidates may list all achievements in a curriculum vitae. Candidates shall present in their Personnel Data Summary (PDS) a limited listing and discussion of no more than five of their important achievements in each of the three categories and should support the achievements by documentation. **Responsiveness to diversity shall be summarized as a separate entry in the PDS.**

Rationale:

Support for Diversity, Equity, and Inclusion (DEI) is a critical university strategic goal. There is also now a requirement for involvement in DEI initiatives for new faculty joining the university. This requirement needs to be reflected in the RTP process as well. Responsiveness to diversity is already included as a value in the Policy File language, in Section 2.0, but has not been operationalized in the process.

Reappointment, Tenure, and Promotion: Criteria (Excluding Library Faculty and Student Affairs Faculty)

2.0 Because the university provides access to underrepresented groups as well as traditional groups, the faculty shall be responsive to diverse student populations and needs, which should be reflected in teaching effectiveness, professional growth, and service to the university, the profession, and the community.



To: Senate Executive Committee

From: Amanda Alpiner, Interim Chair
 Campus Development Committee

Date: November 16, 2021

RE: Action Items #1 and #2

Action Item #1:

1. The Campus Development Committee met on May 11, 2021 and reviewed a presentation from International Affairs on the renaming of the following existing International Student Center buildings:
 - a. Rename Building #074A: International Student Center Addition A (informally known as “SDSU Study Abroad Office”) to “Global Education Office.”
 - b. Rename Building #074B: International Student Center Addition B (informally known as “International Student Programs”) to “Faculty International Engagement Office.”
 - c. Rename Building #074T: International Student Center Annex (informally known as “SDSU Passport Office”) to “SDSU Passport Office.”
 - d. Name entire complex of four International Student Center buildings to “International Affairs Complex.”
2. An amendment was proposed by a Campus Development Committee member to rename Building #074A to “International Education Office,” instead of “Global Education Office” so as not to cause confusion by associating the building’s function with SDSU Global Campus. The amendment was approved by the committee with a majority vote.
3. All other proposed building and complex names, as proposed in Section 1b, 1c, and 1d above, were approved by the committee unanimously.
4. On June 23, 2021, the Director of Presidential and International Affairs Communications confirmed that SDSU’s Office of the President supported the name change from “Study Abroad Office” to “Office of Global Education.”
5. International Affairs requests the Senate Executive Committee’s approval to rename the International Student Center buildings and complex, as originally proposed, in Sections 1a-1d above.

Attachment: “International Affairs Complex Renaming” presentation, dated May 11, 2021.



Action Item #2:

1. The Campus Development Committee met on September 21, 2021 and reviewed a presentation on the renaming of the Don Powell Theatre. A motion to approve the renaming of the Don Powell Theatre to “Main Stage Theatre” was passed unanimously by the committee.
2. The Campus Development Committee wishes to bring this administrative renaming to the Senate Executive Committee for approval.

Attachment: “Don Powell Theatre Renaming” presentation, dated September 21, 2021.



Campus Development Committee

International Affairs Complex Renaming (Action Item)





Reasons for Renaming

- The International Student Center is part of a complex of buildings with different functions.
- The offices located in this complex serve a variety of needs related to international programs, research and partnerships
- The complex does not have a formal name
- Current building names do not reflect the August 2020 rebranding of SDSU International Affairs
- **Formal** building names are generic and do not reflect the services provided in them.
- Generic names create confusion for those seeking services from International Affairs





Proposed Renaming

Building Number	Current Formal Name <i>(Common)</i>	Current Function	Proposed Name
N/A	No Complex Name	Complex	International Affairs Complex
074	International Student Center	International Student Center	International Student Center
074A	International Student Center Addition A (<i>SDSU Study Abroad Office</i>)	SDSU Study Abroad Office	Global Education Office
074B	International Student Center Addition B (<i>International Student Programs</i>)	International Student Programs	Faculty International Engagement Office
074T	International Student Center Annex	SDSU Passport Office	SDSU Passport Office



Proposed Renaming

INTERNATIONAL AFFAIRS COMPLEX

The International Affairs Complex consists of 4 buildings:

- 1 International Student Center
- 2 Global Education Office
- 3 Faculty International Engagement Office
- 4 SDSU Passport Office





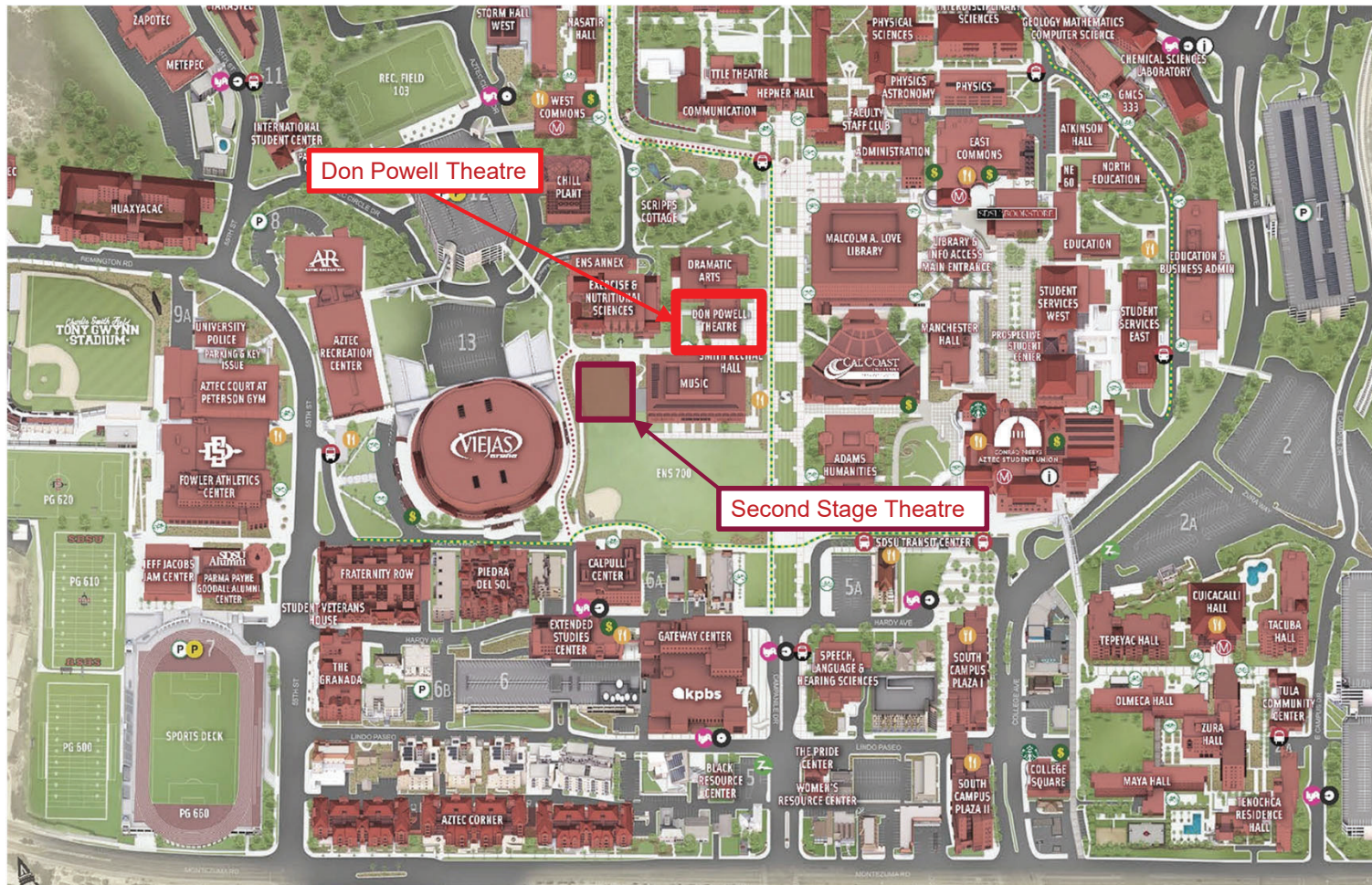
Campus Development Committee

Don Powell Theatre Renaming (Action Item)





Building Location





Reasons for Renaming

Background:

- The Don Powell Theatre was named in 1987.
- Don Powell was a Professor Emeritus and former Chairman of the Drama Department.
- Don Powell will be recognized with a mounted plaque in a studio space within the renovated theater.

Present Naming Opportunity:

- In 2020, SDSU received an allocation of \$37M for accessibility upgrades to the theater.
- Philanthropic naming campaign launched, approved at \$7.5M.



Proposed Renaming



5.7. Staff Affairs Committee (SAC) Report (Rehfuss)

Senators,

It has been a great start to a new academic semester. As always, there are new changes to traverse and the campus staff were/are poised and ready to help tackle these issues to help the Campus mission .

The Staff Affairs Committee (SAC) is working with CCE to draft language to include a staff member on the important committee.

We are working with CCE regarding the language in the most recent PFAC changes that came from the President's office as a part of the inclusion of IV campus students in this committee.

SAC is still meeting exclusively via Zoom - something we will review in January.

Quarterly HR provides SAC a list of the staff that have recently retired from the university. In accordance with Policy File, staff with 10+ years of service will be recommended to the Senate for approval of Staff Emeritus Status. The second quarter retirees (June 30) were not submitted earlier.

June 30, 2021 Retirees

Retiree- Staff Affairs Comm		4	
Name	Department	Jobcode Name	Yrs of Serv
Bell,Mary M	Enrollment Services	Admin Support Coord 12 Mo	19.0
Bratlien,Medora L	Biology Dept	Admin Support Coord 12 Mo	25.6
Lanzarotto,Theresa Maria	Nursing School	Admin Support Assistant 12 Mo	14.3
Scarafone,David A	SA EOP And Ethnic Affairs	Admin Analyst/Spclst 12 Mo	14.3

Sept 30, 2021 retirees

Retiree- Staff Affairs Comm		6	
Name	Department	Jobcode Name	Yrs of Serv
Conte,Dennis	Mathematical Sci Dept	Admin Support Coord 12 Mo	27.4
Sorger,Suzanne	Physics Dept	Admin Support Assistant 12 Mo	25.9
Stabile,Brian D	Carpenter Shop	Sprvsng Carpenter	25.1

I request these seven staff retirees be approved.

Respectfully Submitted,
 Todd Rehfuss,
 Staff Affairs Committee Chair
 University Senate, SDSU

To: SEC | Senate
 From: Nola Butler Byrd, Chair, Tenure-Track Planning Committee
 Date: November 11, 2021
 Subject: ACTION: Referral 2021_38: *Tenure Track Planning Committee Policies*. Review and Update Senate Bylaws regarding *Tenure-Track Planning Committee* and *Tenure-Track Hiring*

ACTION: The TTP Committee moves that the Senate adopt the Tenure-Track Planning Committee policy (Membership, Function and Process, and Recommendations) edits and additions articulated below in red.

Tenure-Track Planning Committee

1.0 Membership ~~(6): Provost,~~ Chair of the Senate, Chair of Academic Policy and Planning, Chair of University Resources and Planning, Chair of Faculty Affairs, Chair of Diversity, Equity, and Inclusion. **For colleges not otherwise represented among these Senate positions, membership will be augmented with a representative from each missing college planning committee to ensure that each college has at least one representative on the Tenure-Track Planning Committee. The Chair of TTPC will determine any gaps and coordinate with the Chair of the Committee on Committees and Elections to fill those gaps. Members are not required to be current Senators. The Provost shall serve in an advisory capacity to the committee.**

2.0 Function **and Process:** The Committee shall annually consider the Senate's Tenure-Track Planning policy and current programming initiatives, **review requests and supporting documentation,** and recommend to the provost the allocation of new and vacated tenure-track faculty positions.

2.1 **It is most desirable for the TTPC to receive the number of hires and search proposals from the Provost in the Spring semester for searches that will launch in the following academic year. In the event budgetary information is not available, the number of vacated faculty lines, new hires, and search proposals will be shared with the TTPC as soon as possible at the start of the Fall semester for searches launching that same academic year.**

2.2 **Each committee member will solicit feedback from their respective college planning committee about the process of shared governance utilized in each college's planning process. That information will be shared with the entire TTPC as part of the committee's overall recommendations.**

2.3 **The TTPC will make its recommendations based on the guidelines of the Tenure Track Planning policy, Building on Inclusive Excellence policy, and any other relevant policies or directives.**

3.0 Recommendations: After appropriate consultation with the Tenure-Track Planning Committee, the Provost shall determine and communicate to the university a decision concerning allocation of the distribution of new faculty lines across academic affairs.

The TTP Committee also recommends that prior to the next hiring cycle, that the University Senate hold a town hall focused on tenure-track and lecturer hiring, SDSU values and the following Tenure-Track Planning Policy, then send this action item to Academic Policy and Planning and the Constitution and Bylaws Committees for review and updates:

Tenure-Track Planning

1.0 The university shall adopt a specific planning goal to establish the proportion of probationary and tenured faculty to 75 percent of the total of the university's full-time equivalent faculty (FTEF) positions dedicated to probationary and tenured faculty and lecturers. Each college shall formally examine its philosophy, mission, and pedagogies in relation to this proportion.

2.0 To meet this goal the university shall need to (a) refill the tenure-track positions that become vacant through retirements, resignations, terminations, and deaths, and (b) strive to maintain the 75 to 25 percent proportion.

3.0 This tenure-track renewal initiative shall become the university's highest fiscal priority.

4.0 The allocation of tenure-track positions shall be tied to programmatic planning by departments, schools, programs, and colleges.

5.0 After appropriate consultation with the Tenure-Track Planning Committee, the Provost shall determine and communicate to the university a policy concerning allocation of new and vacated tenure-track positions.

Rationale: Shared governance issues in the SDSU Tenure-Track Planning and Implementation

Shared Governance Issues in TTP Committee Membership. According to the Senate Policy file, TTP committee membership includes the Chair of the Senate, Chair of Academic Policy and Planning, Chair of University Resources and Planning, Chair of Faculty Affairs, Chair of Diversity, Equity and Inclusion. In 2021, four of the five chairs were from the Library, which means that only two colleges would be represented on the TTP and not reflect the University Senate's shared governance values. Therefore, designees were selected for the Chair of the Senate (Vice-Chair Nola Butler Byrd, from the College of Education) and the Chair of Faculty Affairs (Senator Satish Sharma, College of Engineering). This shared governance issue provides a rationale for the recommended change in committee memberships in the proposed policy.

Shared Governance Issues in Tenure-Track Search Selection Process and Scheduling. The 2021-22 Tenure-Track Search Process started in late summer 2021, which meant that the TTP Committee and Deans had very little time to plan or review search proposals, making shared governance superficial at best. The committee recommended culling back the faculty hiring search proposal form because it was so comprehensive that it was unwieldy. The committee also highly recommends that tenure-track search processes begin as early in the Spring as possible, so that SDSU shared governance processes and procedures will ensure that our tenure-track searches will best reflect the needs of our university, while competitive with tenure-track searches at other universities across the U.S. This shared governance issue provides a rationale for the recommended policy change for scheduling and implementing tenure-track searches.

2022-2023 University Catalog - Information - Programs TO: Senate Executive Committee / Senate FROM: Steve Barbone, Chair, Undergraduate Curriculum Committee DATE: November 16, 2021							
Title	Information (Revised)	Type of Modification	Modifications	Major Code	SIMS Code	Proposal Link	
International Security and Conflict Resolution Minor	x	Minor	Changing study abroad requirement from required to encouraged.	22103	113801	https://sdsu.curriculog.com/proposal:609/form	
Entrepreneurship Minor	x	Minor	Adding a new course, MGT 470, as an elective option to the minor. New course proposal link: https://sdsu.curriculog.com/proposal:582/form	N/A	222565	https://sdsu.curriculog.com/proposal:603/form	
Management, Specialization in Entrepreneurship, B.S. in Business Administration	x	Sub-program: Emphasis, Specialization	Adding MGT 470 to elective options. New course proposal link: https://sdsu.curriculog.com/proposal:582/form	N/A	222564	https://sdsu.curriculog.com/proposal:602/form	
Anthropology, B.A. in Liberal Arts and Sciences	x	Major/Program	Adding ANTH 395 to required major courses; adding ANTH 410 and 460 as options to ANTH 304.	22021	110901	https://sdsu.curriculog.com/proposal:638/form	
Social Science, B.A. in Liberal Arts and Sciences	x	Major/Program	Added new cores to select 15 units from; added new lower division methods core; updated major core; added new required core to include SOCSI 300; added new Social Science Theory core; added new Upper Division Methods core; added new clusters cores; students select 2 clusters and complete 3 courses from each cluster; added new Electives core (6 units);	22011	116701	https://sdsu.curriculog.com/proposal:574/form	
Astronomy, B.S. in Applied Arts and Sciences	x	Major/Program	Raising <i>prep for the major</i> units from 27 to 31; adding CS 200 to <i>prep for the major</i> ; removing recommended one course selected from (CS 200 or CHEM 200); removing Math Minor requirement; adding RWS 508 as recommended for the GVAR; raising major units from 36 to 42; adding MATH 342A and 342B to the major courses; removing ASTR 510 from <i>12 units selected from</i> list.	19111	770502	https://sdsu.curriculog.com/proposal:680/form	
Electrical Engineering, B.S.	x	Major/Program	Replacing E E 490 with a two-semester sequence E E 491 - E E 492.	09091	443001	https://sdsu.curriculog.com/proposal:855/form	

2022-2023 University Catalog - Information - Programs TO: Senate Executive Committee / Senate FROM: Steve Barbone, Chair, Undergraduate Curriculum Committee DATE: November 16, 2021							
Title	Information (Revised)	Type of Modification	Modifications	Major Code	SIMS Code	Proposal Link	
Physical Science, B.A. in Applied Arts and Sciences	x	Major/Program	Prep for the major units decreased from 50 units to 37; added two informational GE cores explaining Physical Science majors automatically satisfy the Natural Sciences and Quantitative Reasoning foundations GE areas and recommending choices for GE foundations courses; updated teaching requirement section; removed additional requirements for subject matter preparation core; removed satisfactory grades core, formative assessment core, and summative assessment core; required courses core changed from 32-35 upper division units to 28 units; added new 7-unit specialization core; students choose between two pathways designed for 1) students planning to teach, or 2) students interested in connecting science to policy and society.	19011	777303	https://sdsu.curriculog.com/proposal:806/form	

Undergraduate Courses 2022-2023 University Catalog
 - Information and Action - Courses
 TO: Senate Executive Committee / Senate
 FROM: Steve Barbone, Chair, Undergraduate
 Curriculum Committee
 DATE: November 16, 2021

Prefix	Course #	Title	Information (Revised)	Modifications / Notes	Unit	Level	EFFECTIVE	Proposal Link
B A	323	Fundamentals of Finance	x	Removing "For approved business majors, credit or concurrent registration in B A 310" from prerequisite.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:536/form
ACCTG	331	Intermediate Accounting I	x	Removing "For approved business majors, credit or concurrent registration in B A 310" from prerequisite.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:554/form
B A	350	Management and Organizational Behavior	x	Removing "For approved business majors, credit or concurrent registration in B A 310" from prerequisite.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:551/form
B A	360	Introduction to Operations and Supply Chain Management	x	Removing "For approved business majors, credit or concurrent registration in B A 310" from prerequisite.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:552/form
B A	370	Marketing	x	Removing "For approved business majors, credit or concurrent registration in B A 310" from prerequisite.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:553/form
MGT	405	Strategic Management	x	Adding B A 310 as a prerequisite. Renumbering B A 405 to MGT 405. (Course was formerly MGT, then switched to B A, now going back to MGT); title change; updated course description	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:555/form
M E	490A	Engineering Design: Senior Project	x	Adding M E 330 to prerequisites.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:564/form
AMIND	200	Written Kumeyaay	x	Course renumbering. Changing from AMIND 310 to 200.	4	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:616/form
AMIND	470	American Indian Philosophies and Worldviews	x	Updating title and course description.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:674/form
REL S	470	American Indian Philosophies and Worldviews	x	Updating title and course description.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:676/form
ASTR	450	Extragalactic Astronomy	x	Updating title and course description, and prerequisites.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:612/form
MGT	422	International Entrepreneurship	x	Course renumbering. Changing from MGT 355 to MGT 422.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:599/form
A E	440	Aircraft Stability and Control I	x	Adding A E 331 to prerequisites.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:718/form
MATH	340	Programming in Mathematics	x	Changing CS code from 1 unit of C-4 & 2 units C-13, to 1 unit C-1 & 2 units C-13.	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:721/form
MATH	341	Mathematics Software Workshop	x	Changing CS code from 1 unit of C-13 to 1 unit of C-2.	1	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:725/form
PSY	350	Psychopathology	x	Changing the title of the course from <i>Abnormal Psychology</i> to <i>Psychopathology</i> .	3	Undergraduate	Fall 2022	https://sdsu.curriculog.com/proposal:720/form

2022-2023 University Catalog - Information - 500-level Courses TO: Senate Executive Committee / Senate FROM: Tracy Love, Chair, Graduate Council Chair and Steve Barbone, Chair, Undergraduate Curriculum Committee DATE: November 16, 2021								
Prefix	Course #	Title	Information (Revised)	Modifications	Unit	EFFECTIVE	Proposal Link	
POL S	507	Marx and Marxism	x	Updating prerequisite to add "upper division or graduate standing," as this is a capstone course.	3	Fall 2022	https://sdsu.curriculog.com/proposal:655/form	
POL S	510	Contemporary Political Thought	x	Updating prerequisite to add "upper division or graduate standing," as this is a capstone course.	3	Fall 2022	https://sdsu.curriculog.com/proposal:657/form	
POL S	531	Movements, Groups, and Political Activism	x	Updating prerequisite to add "upper division or graduate standing," as this is a capstone course. Removing POL S 101 or 102 from prerequisite.	3	Fall 2022	https://sdsu.curriculog.com/proposal:658/form	
POL S	533	Democracy in America	x	Updating prerequisite to add "upper division or graduate standing," as this is a capstone course. Removing POL S 102 or 320 from prerequisite.	3	Fall 2022	https://sdsu.curriculog.com/proposal:660/form	
POL S	535	Gender and Politics	x	Updating prerequisite to add "upper division or graduate standing," as this is a capstone course. Removing POL S 101 or 102 from prerequisite.	3	Fall 2022	https://sdsu.curriculog.com/proposal:661/form	
POL S	541	Special Problems in Public Law	x	Updating prerequisite to add "upper division or graduate standing," as this is a capstone course.	3	Fall 2022	https://sdsu.curriculog.com/proposal:662/form	
POL S	575	International Relations of the Pacific Rim	x	Updating prerequisite to add "upper division or graduate standing," as this is a capstone course.	3	Fall 2022	https://sdsu.curriculog.com/proposal:664/form	

2022-2023 University Catalog - Information - 500-level Courses TO: Senate Executive Committee / Senate FROM: Tracy Love, Chair, Graduate Council Chair and Steve Barbone, Chair, Undergraduate Curriculum Committee DATE: November 16, 2021							
Prefix	Course #	Title	Information (Revised)	Modifications	Unit	EFFECTIVE	Proposal Link
POL S	577	Politics of International Law	x	Updating prerequisite to add "upper division or graduate standing," as this is a capstone course.	3	Fall 2022	https://sdsu.curriculog.com/proposal:665/form

2022-2023 University Catalog - Information and Action - Graduate Programs TO: Senate Executive Committee / Senate FROM: Tracy Love, Chair, Graduate Council Chair DATE: November 16, 2021						
Title	Information (Revised)	Type of Modification	Modifications	Major Code	SIMS Code	Proposal Link
Bioinformatics and Medical Informatics, M.S.	x	Major/Program	Reducing total units from 33 to 30; changing required core course units from 15 to 18; adding BIOM 568, BIOM 668, BIOMI 609, BIOL 606 to required core; allowing electives to be taken from BIOL, BIOMI, CHEM, CS, MATH, STAT; changing elective units from 3 to 12; removing "Complimentary" core.	07994	771490	https://sdsu.curriculog.com/proposal:549/form
Geography, Watershed Science Concentration, M.S.	x	Sub-program: Emphasis, Specialization; Major	Adding GEOG 578 - Practical Hydrologic Modeling to "six units of methods courses" core.	N/A	112995	https://sdsu.curriculog.com/proposal:704/form
Big Data Analytics, M.S.	x	Major (Program)	Replace one of four core courses, BA 623 Statistics, with the new BDA 602 Machine Learning Engineering; add GEOG 582 GIS programming with Python as an alternative course for BDA572 Python Scripting for Social Science in core courses; add two elective courses: BA 623 Statistics and BDA 696 Advanced Topics in Big Data Analytics.	05071	(SIMS Code: 112998) (SIMS Code: 112997 - SDSU Global Campus)	https://www.curricunet.com/SDSU/track/proposal_status.cfm?proposals_id=3702

2022-2023 University Catalog - Information and Action - Graduate Programs TO: Senate Executive Committee / Senate FROM: Tracy Love, Chair, Graduate Council Chair DATE: November 16, 2021						
Title	Information (Revised)	Type of Modification	Modifications	Major Code	SIMS Code	Proposal Link
Computational Science, M.S.	x	Major (Program)	The number of Core courses was reduced from 21 to 18 by moving two required courses to electives and the number of electives was increase to 6. Core courses will be changed to: CS 503 OR CS 514 or COMP 607; COMP 536 or MATH 636; COMP 605; COMP 670; COMP 797 or COMP 897; COMP 798 OR COMP 799A OR (UC Irvine COMPSCI 299 AND UCI ENGR 299). Required elective courses changed from 9 units to 12 units.	07992	773001	https://www.curricunet.com/SDSU/track/proposal_stat us.cfm?proposals_id=3846
Title	Action (Deleted)	Type of Modification	Modifications	Major Code	SIMS Code	Proposal Link
Applied Mathematics, Mathematical Theory of Communication Systems Concentration, M.S.	x	Program deactivation.	Proposed to be deactivated in Fall 2022.	17031	776317	https://sdsu.curriculog.com/proposal:739/form

2022-2023 University Catalog - Information and
 Action - Graduate Courses
 TO: Senate Executive Committee / Senate
 FROM: Tracy Love, Chair, Graduate Council Chair
 DATE: November 16, 2021

Prefix	Course #	Title	Action (New)	Action (Deleted)	Modifications / Notes	Unit	Effective	Proposal Link
E E	671	VLSI Testing		x	Deactivating course		Spring 2023	https://sdsu.curriculog.com/proposal:733/form
BQS	601	Biomedical Quality Systems		x	Proposed to be deactivated in fall 2022. New course, QM 601, to replace it. Proposal link: https://sdsu.curriculog.com/proposal:740/form	3	Fall 2022	https://sdsu.curriculog.com/proposal:752/form
QM	601	History and Evolution of Quality Management	x		BQS Deactivation proposal link: https://sdsu.curriculog.com/proposal:752/form	3	Fall 2022	https://sdsu.curriculog.com/proposal:740/form
QM	602	Lean Six Sigma	x		Regulatory Affairs, M. S. modification proposal: https://sdsu.curriculog.com/proposal:753/form ; Regulatory Affairs, Quality Management Concentration, M.S. new proposal link: https://sdsu.curriculog.com/proposal:757/form	3	Fall 2022	https://sdsu.curriculog.com/proposal:737/form

2022-2023 University Catalog - Information and
 Action - Graduate Courses
 TO: Senate Executive Committee / Senate
 FROM: Tracy Love, Chair, Graduate Council Chair
 DATE: November 16, 2021

Prefix	Course #	Title	Action (New)	Action (Deleted)	Modifications / Notes	Unit	Effective	Proposal Link
QM	603	Risk and Supply Chain Management for Quality Professionals	x		Regulatory Affairs, M. S. modification proposal: https://sdsu.curriculog.com/proposal:753/form ; Regulatory Affairs, Quality Management Concentration, M.S. new proposal link: https://sdsu.curriculog.com/proposal:757/form	3	Fall 2022	https://sdsu.curriculog.com/proposal:748/form
QM	611	BioMedical Quality Systems	x		Regulatory Affairs, M. S. modification proposal: https://sdsu.curriculog.com/proposal:753/form ; Regulatory Affairs, Quality Management Concentration, M.S. new proposal link: https://sdsu.curriculog.com/proposal:757/form	3	Fall 2022	https://sdsu.curriculog.com/proposal:749/form
R A	701	Regulatory Intelligence/Regulatory Strategy	x			2	Fall 2022	https://sdsu.curriculog.com/proposal:719/form
R A	702	Pre-Approval Inspections	x			1	Fall 2022	https://sdsu.curriculog.com/proposal:712/form

2022-2023 University Catalog - Information and
 Action - Graduate Courses
 TO: Senate Executive Committee / Senate
 FROM: Tracy Love, Chair, Graduate Council Chair
 DATE: November 16, 2021

Prefix	Course #	Title	Action (New)	Action (Deleted)	Modifications / Notes	Unit	Effective	Proposal Link
RA	703	Introduction to Electronic Submissions	x			3	Fall 2022	https://sdsu.curriculog.com/proposal/734/form
RA	761	Drug/Device Product Development and Regulation in Europe and the US	x			1	Fall 2022	https://sdsu.curriculog.com/proposal/690/form
Prefix	Course #	Title	Information (Revised)		Modifications / Notes	Unit	EFFECTIVE	Proposal Link
RA	744	Investigational and Marketing Applications for Drugs and Biologics	x		Updating course description.	3	Fall 2022	https://sdsu.curriculog.com/proposal/631/form
TE	709	Inclusive Education	x		Updated course description: <i>Research, theory, and practice of inclusive education to include examination of the politics of disability, English Learners, and the LGBTQ+ community in the public schools and American society.</i>	3	Fall 2022	https://sdsu.curriculog.com/proposal/716/form

TO: Senate Executive Committee / Senate

FROM: Keven Jeffery, Chair, Committee on Faculty Affairs

DATE: October 27, 2021

RE: Referrals (03/2021): Lectures and Staff Periodic Reviews Statement re COVID's Impacts on the & Add COVID-19 Statement to TT, lecturer & staff evaluations during pandemic

Information Item

In response to the COVID-19 pandemic, Faculty Advancement has added language reminding RTP committees to consider the pandemic's potential affect on faculty performance to the Tenure Track Faculty Personal Data Summary (PDS) Form and the Temporary Faculty Periodic Evaluation Form.

“Student evaluations for courses impacted by the Spring 2019 semester PSFA building closure and the Spring 2020 COVID-19 pandemic may have been impacted by factors unrelated to faculty teaching effectiveness, including mid-term shifts in modality, syllabus, outcomes, and assessments, impacted faculty and student access to technology, reduced student access to faculty office hours, and facility-related issues. Reviewers should bear these contextual factors in mind when assessing evaluations for impacted courses.”

To: SEC / Senate
 From: Arlette Baljon, Chair, Constitution and Bylaws Committee
 Date: November 9, 2021
 Subject: INFORMATION: Review Selection Procedures for Search Committees: Administrators.

Information: The CBL Committee returns the following referral received Sep 28

Review Selection Procedures for Search Committees: In order to maintain consistent University Administrator search committees across all colleges and avoid any appearance of election improprieties, senate policy needs to clarify that the Senate Committee on Committees and Elections will conduct all university administrator selection committee elections. Senate Officers also request that CBL review selection procedures for search committees, and administrative review committees of campus vice presidents, deans, and certain academic administrators at the associate vice president level or above. How shall committee members be selected? Who would be consulted? Ensure impartial, fair elections processes and procedures.

<https://senate.sdsu.edu/policy-file/policies/administration>

Only part of this referral is listed in the current referral card of the senate as **#18**: Review selection procedures for search committees, administrative review committees of campus vice presidents, deans, and certain academic administrators at the associate vice president level or higher. How shall committee members be selected? Who would be consulted? Ensure impartial, fair elections processes and procedures.

A related referral went to CEE **#27**

Review and update Bylaws pertaining to Search Committees for University Administrators. Update and clarify bylaws and elections processes. Note: Referral **#26** was redundant with **#27**, so they are now combined and **#26** has been eliminated.

Rationale

The relevant text is under University Policies: Administration (not the bylaws). The referral seems to contain two parts:

- 1) **senate policy needs to clarify that the Senate Committee on Committees and Elections will conduct all university administrator selection committee elections**
- 2) request that CBL review selection procedures for search committees, and administrative review committees of campus vice presidents, deans, and certain academic administrators at the associate vice president level or above

1) We believe Part 1 should be handled by CEE. We suggest that CBL reviews recommendations made by CEE before they are presented to SEC. The chair of CBL is also willing to confer with CEE and if needed to attend their meeting.

2) CBL reviewed the language associated with elections -- specifically, search and review committees (UNIVERSITY POLICIES -->Administration) in spring 2019. CBL is willing to review this section of the policy file again, but needs a more specific request. Upon reading through the current language not much jumps out as unfair. We note though that dean's have an ability to "double dip": they can currently either serve in an administrative search or review committee as member of the Academic Dean's Counsel or as member of the Faculty.

Date: November 16

To: Senate

From: Mounah Abdel-Samad, CFA President at SDSU

Re: Update on Collective Bargaining Agreement

1- Update on Mediation efforts

2- Update on CFA petition to President de la Torre

TO: SEC

FROM: Cezar Ornatowski, Nola Butler-Byrd, Eniko Csomay

DATE: November 16, 2021

SUBJECT: Information: Report from the November 4-5, 2021 plenary meeting of the Academic Senate CSU (ASCSU)

The November 4-5, 2021 ASCSU plenary meeting was held online.

ASCSU Committee of the Whole: Campus Concerns About Covid-19

The ASCSU held a conversation about how campuses are addressing repopulation. Several deficiencies were noted around overly aggressive scheduling of face-to-face classes and a less than caring response from administrators when faculty have requested accommodation in work modality due to COVID-19 concerns. There will be a need to reconcile faculty who really like teaching online and prefer to come on campus with those who are seeking temporary accommodation to teach online for health reasons. Senators were encouraged to share campus Spring enrollment numbers and best practices with their colleagues to better plan for next year's challenges.

Moving Beyond Bias (MBB) Training

The ASCSU continued its MBB training Friday morning with interactive activities and recommendations.

Chancellor Castro

The CSU is proposing the largest ever budget request (for details, see tables below under AVC Ryan Storm's report). The request includes an increase in compensation for fac/staff, funds for basic needs, for access for all students to mobile technology, and for infrastructure (a one-time request)

CSU Trustee Romey Sabalius

The CSU budget request is robust. The CSU operating fund is currently at \$7.4 billion, the largest ever.

EVC Sylvia Alva

CSU is interested in expanding the number of associate degrees for transfer (ADT's). EVC Alva recapped her visit to Sacramento and the work ahead with respect to AB 928.

She is aware some of our high unit majors are heavily impacted. There will be organizational issues as well including work to be done with ASSIST and ADTs. The work to establish a single lower division pathway to the CSU and UC must be complete by 2025. She would like to develop a common timeline with markers for this process. There are nearly 15 dates in the bill. She believes that this is faculty work, and the Chancellor's Office will be the technical support team to assist with the effort. We need to insist that there is a facilitator managing the process and full inclusion in the process.

There is a move toward adopting Canvas as a common learning management system across the CSU. Seven campuses have already signed up. The idea is to encourage CSU campuses to move to a common LMS.

CFA President Charles Toombs

CO-CFA have reached impasse, and are currently in mediation. CFA will hold a rally during the BOT meeting of the week of Nov. 8, as well as in-person and virtual public comments. At each campus, CFA presented a petition to the president asking for support for a fair contract. At least one campus president is expected to sign it. There is also a petition for faculty to sign; please sign it if you have not.

Ryan Storm, Assistant Vice-Chancellor for Budget

The optimistic state budget forecasts from back in May may even turn out to be too conservative.

The table below shows CA's economic outlook as predicted by the Legislative Analyst's Office (LAO) and the CA Department of Finance (DOF) back in May.

State Economic Outlook Promising

- May 2021: State forecasts revenue increases
 - LAO: 22-23 = 3.1%, 23-24 = 3.2%, 24-25 = 4.2%
 - DOF: 22-23 = 2.7%, 23-24 = 1.6%, 24-25 = 2.0%
- Prior Year: Actual state revenue exceeded forecast by \$4.8 billion
- Q1 of 2021-22: Actual state revenue exceeded forecast by \$9.1 billion (27.5%)

Next up

- LAO's *California Fiscal Outlook* (mid-November)

The budget situation currently appears to be shaping up to be even better than predicted in May.

The two tables below show the Chancellor Office's operating budget request presented to the CSU BOT the week of Nov. 8.

Proposed 2022-2023 Operating Budget Request

Incremental Expenditures		in millions
Graduation Initiative 2025		\$75.0
Basic Needs Initiative		20.0
Bridging Equity Divide Through Technology		75.0
Employee Compensation		223.3
Compensation Pool	209.3	
Health Benefits	14.0	
Staff Salary Structure Study Results	TBD	
Academic Facilities & Infrastructure Needs		135.0
Strategic Enrollment Growth		129.9
Mandatory Costs		40.5
SB 169 State University Grant Requirement		16.8
Total Incremental Expenditures		\$715.5

Incremental Revenue		in millions
General Fund Increase Request		673.0
Tuition from Enrollment Growth		\$42.5
Total Incremental Revenue		\$715.5
One-Time Funding Request		in millions
Deferred Maintenance		\$1,000.0

Regarding CSU-CFA salary negotiations, AVC Storm noted that 75-80 percent of all campus budgets are tied up in salaries. Hence, any potential salary increases will have significant implications on campus budgets, in spite of the current optimistic budget situation and projections. Thus, campuses, as well as the CO, are being cautious in their negotiations on faculty salary increases.

The next steps in the budget process include delivering the budget request to the Governor and the CA Dept. of Finance, budget advocacy by the CSU and ASCSU in Sacramento, and statutory consultations with CSU students.

AVC Storm is not expecting that the CO will request a tuition increase for 22-23.

Resolutions

At the November 4-5, 2021 ASCSU plenary meeting, six resolutions were passed:

AS-3500-21/FA SUSPENSION OF MANDATORY PEER OBSERVATIONS OF INSTRUCTION AND STUDENT EVALUATIONS FOR AY 2021-2022

Urges the Chancellor's Office to continue the suspension throughout the CSU of mandatory student evaluations of teaching implemented in Spring 2020 for the rest of AY 2021-2022, as well as the suspension, throughout the CSU system, of all mandatory peer observations of teaching during AY 2021-2022. Also urges the Chancellor's Office to allow faculty to opt into peer observations of instruction and to student evaluations of teaching during AY 2021-2022 and urges the Chancellor's Office to allow individual faculty to decide whether peer or student evaluations of teaching from AY 2021-2022 are included in their permanent personnel files.

AS-3503-21/APEP ACKNOWLEDGEMENT OF CHANGES TO MATH REQUIREMENTS IN INTERNATIONAL BACCALAUREATE PROGRAMS

Acknowledges changes to the Math requirements in International Baccalaureate (IB) programs; reminds campuses that an individual CSU campus can go beyond the credit-by-examination list in awarding CSU General Education (GE) credit for area B4, and asks for input from the Mathematics Council and individual campus senates in updating the system-wide external exam credit list.

AS-3505-21/APEP SUPPORT FOR CSU GENERAL EDUCATION (GE) SYSTEM OFFICE REVIEW STANDARDS FOR AREA F (ETHNIC STUDIES)

Asserts ASCSU support for CSU GE System Office Review Processes and Implementation Standards for Area F (Ethnic Studies).

AS-3507-21/APEP SUPPORT FOR THE "CSU EDUCATION DEANS' STATEMENT IN SUPPORT OF CULTURALLY SUSTAINING, EQUITY DRIVEN, AND JUSTICE FOCUSED PEDAGOGIES"

Asserts that the ASCSU recognize, endorse, and distribute the *CSU Education Deans' Statement in Support of Culturally Sustaining, Equity Driven, and Justice Focused Pedagogies*.

AS-3509-21/FGA/FA Support for CSU Campus Requests for WSCUC Continued Authorization for Remote Instruction during COVID-19 Pandemic (First reading waived)

Asks WSCUC for continued authorization for remote and hybrid instruction as needed through spring and/or summer terms between January 1, 2022 and July 31, 2022.

AS-3512-21/AA Commendation for Assistant Vice Chancellor Marquita Grenot-Scheyer

Ten resolutions received first reading:

AS-3510-21/EX Apportionment of Academic Senate CSU (ASCSU) Seats

Approves the distribution of a third seat to the seven campuses with the highest FTEF based on the 2021 Executive Committee's campus census of Full-Time Equivalent Faculty (FTEF).

AS-3511-21/AA Role of shared governance for Decisions on Instructional Modality

Thank WSCUC for extending the process for seeking continued authorization for remote instruction to Summer 2022 and reaffirms the role of shared governance in making campus decisions about seeking continued authorization for remote instruction and in short- and long-term decisions about instructional modality.

AS-3513-21/FGA Updated Legislative Advocacy Guidelines for the Academic Senate of the California State University (ASCSU)

Asks the ASCSU to adopt updated ASCSU Legislative Advocacy Guidelines & Priorities to guide its legislative advocacy.

AS-3514-21/FA Faculty Rights to Due Process in Letters of Reprimand Within the CSU

Recommends that CSU campus Senates address faculty rights to due process in procedures involved in letters of reprimand, including requirements for notifying faculty when such actions are being considered but before letters of reprimand are written; providing faculty with any written documents, witness statements, or other evidence being considered before letters of reprimand are written; allowing faculty to submit any information or evidence to appropriate CSU administrator(s) before letters of reprimand are written; and allowing faculty to meet with appropriate CSU administrator(s) accompanied by the California Faculty Association (CFA) and/or faculty representative(s) before letters of reprimand are written.

AS-3515-21/APEP Establishing Core Competencies for CSU General Education (GE) Areas A1, A2, A3, and B4 (the “Golden Four”)

Asks the ASCSU, in collaboration with appropriate disciplinary experts, to develop core competencies associated with each of the “golden four” General Education elements: Oral Communication (CSU GE Area A1), Written Communication (CSU GE Area A2), Critical Thinking (CSU GE Area A3), and Mathematics/Quantitative Reasoning (CSU GE Area B4) in order to establish clear and uniform college-level standards for the golden four, with the intent that they be incorporated into California State University General Education Breadth requirements as well as into the UC/CSU “Guiding Notes for General Education Course Reviewers” and the UC/CSU “Standards, Policies and Procedures for Intersegmental General Education Transfer Curriculum (IGETC).

AS-3516-21/AA Studying Online Education and the Impact of Campus Initiatives

Endorses the proposed study set out in the white paper, “Proposed Research into Antecedents and Outcomes in Online Education and their Interaction with Student Demographics” and asks the Chancellor’s Office to make available to the principal investigators the system-wide up-to-date data.

AS-3517-21/FA Faculty Rights to Due Process in Disciplinary Action Procedures

Within the CSU

Recommends that CSU campus Senates address faculty rights to due process in disciplinary action procedures, including but not limited to: requirements for notifying faculty when such actions are being considered but before such actions are initiated; providing faculty with any written documents, witness statements, or other evidence being considered before such actions are initiated; allowing faculty to submit any information or evidence to appropriate CSU administrator(s) before such actions are initiated; and allowing faculty to meet with appropriate CSU administrator(s) accompanied by California Faculty Association (CFA) and/or faculty representative(s) before such actions are initiated.

AS-3518-21/EX Increasing the Membership of the Ad Hoc Committee to Advance Equity, Diversity, and Inclusion (AEDI) within the ASCSU

Resolves that the ASCSU increase the membership of the ad hoc ASCSU committee to Advance Equity, Diversity, and Inclusion.

AS-3519-21/FA Support of Faculty Supervision of Student Research, Scholarly, and Creative Activities in the CSU

Strongly urges the Chancellor's Office to protect undergraduate and graduate student opportunities to work on research, scholarly, and creative activities with faculty within the CSU, a distinguishing feature of the CSU compared to community colleges offering baccalaureate degrees and to recognize that supervision of student research, scholarly, and creative activities is a direct instructional activity and is not compensated with units allocated to service or indirect instructional activities (e.g., academic advising, curriculum development, committee service); urges the Chancellor's Office and campuses to stop efforts by CSU administrators to unfairly deny compensation received for supervision of student research, scholarly, and creative activities.

AS-3520-21/FA Recognition and Support of Faculty Participation in Shared Governance

Urges campus senates to review their RTP documents to ensure that they encourage faculty at appropriate stages of their academic careers to engage actively and productively as contributors to academic governance, to establish campus award programs to recognize exceptional faculty contributors to academic governance, and to establish and support formal or informal mentorship programs that encourage new faculty members to become full, well-rounded academic citizens of their campuses through participation in shared governance. Also urges campus senates to create mechanisms to ensure that lecturer faculty are fairly compensated for their participation in faculty governance, and urges campus administrators to provide support for such mentorship programs and award programs, as well as sufficient assigned time to fairly compensate faculty for their governance activities.

Copies of these and other resolutions may be found at <http://www.calstate.edu/AcadSen/Records/Resolutions/>. Faculty are encouraged to

provide feedback on the above resolutions (as well as on any other matters of potential concern) to the CSU Academic Senate via the SDSU academic senators: Nola Butler-Byrd (nbutler@mail.sdsu.edu), Eniko Csomay (ecsomay@sdsu.edu), and Cezar Ornatowski (ornat@mail.sdsu.edu).

The ASCSU website (<http://www.calstate.edu/AcadSen/?source=homepage>) includes committee information, approved agendas/minutes, reports, resolutions, and current senator contact information.

Faculty-to-Faculty, the ASCSU newsletter, is published approximately two weeks after each Plenary. It includes the ASCSU Chair's report, committee reports, invited articles on current events, and committee recommendations. To have the newsletter delivered automatically via email, subscribe at <http://www.calstate.edu/AcadSen/Newsletter/>.

TO: SEC/University Senate

FROM: Adrienne D. Vargas, Vice President, University Relations and Development

DATE: November 16, 2021

RE: Information

Philanthropy Report:

Casper Company, Inc. has committed to a pledge of \$25,000 for the AGC Construction Management Endowed Chair in the College of Engineering.

CM Management Services has made a gift of \$30,000 for the Aztec Club Director's Cabinet in the Department of Intercollegiate Athletics.

The Estate of Melvin E. Curry, Jr. has made gifts totaling \$631,277 for the Melvin Curry Scholarship Endowment in the Division of Academic Affairs.

Del Mar Healthcare Inc. has made a pledge payment of \$100,000 for the Del Mar Healthcare, Inc. Fund for CEAL in the College of Health and Human Services.

Joyce M. Gattas, former Dean of the College of Professional Studies and Fine Arts and current Special Assistant to the President, has made commitments totaling \$250,000 for the Performing Arts District in the College of Professional Studies and Fine Arts.

Board Member and Alumnus Jeffrey W. Glazer, Ed.D. has committed to a pledge of \$250,000 and made gifts totaling \$710,000 for the Glazer Outstanding Lecturer Fellowship Endowment in the Fowler College of Business.

Alumni Thomas and Donna Golich have made a gift of \$25,000 for the Tom and Donna Bergelis Golich Endowed Scholarship in Communication in the College of Professional Studies and Fine Arts.

Hazard Construction Co. has committed to a pledge of \$100,000 for the AGC Construction Management Endowed Chair in the College of Engineering.

Past parents Thomas Hom and Loretta Lum have made a gift of \$25,000 for the Chinese Cultural Center Endowment in the College of Education.

Hal and Debby Jacobs have made a gift of \$25,000 for the Aztec Club Director's Cabinet in the Department of Intercollegiate Athletics.

Alumna Jo Ann Lane has made a gift of \$30,000 for the COVID-19 Environmental Reservoirs Fund in the College of Sciences.

The Estate of Willard L. Matteson has made a gift of \$62,134.54 for the Willard Matteson Astronomy Endowment in the College of Sciences.

Alumna Betsy McCullough and James B. Hare have committed to a pledge of \$50,000 for the Betsy McCullough and James Hare Scholarship Endowment in the Division of Academic Affairs.

Alumnus Terry Nelsen has committed to a planned gift of \$60,000 for the Nelsen Geology Scholarship Endowment in the College of Sciences.

Northrop Grumman Corporation has made a gift of \$50,000 for the Troops to Engineers Program in the College of Engineering.

Alumnus Peter M. and Sandra E. Phillips have committed to a planned gift of \$250,000 for the Peter M. and Sandra E. Phillips Athletics Charitable Gift Annuity in the Department of Intercollegiate Athletics and the Peter M. and Sandra E. Phillips Sciences Charitable Gift Annuity in the College of Sciences.

Price Philanthropies Foundation has committed to a pledge of \$504,000 for the sixth cohort and made gifts totaling \$15,750 for the fourth and fifth cohorts of the Price Community Scholars Program in the Division of Student Affairs and Campus Diversity.

Mitchell and Miyo Reff have made a gift of \$25,000 for the Furniture Design & Woodworking Fund in the College of Professional Studies and Fine Arts.

Brenda & Dave Rickey Foundation and Daughters Foundation has made a gift of \$25,000 for the Brenda & Dave Rickey Foundation Study Abroad Endowed Scholarship in the College of Sciences.

Brian Schneier has committed to a pledge of \$54,000 for the Stadium Excellence Fund in the Department of Intercollegiate Athletics.

Board Member and Alumni Christopher D. and Karen Sickels have made a gift of \$50,373 to support the Office of University Heritage in the Division of Academic Affairs.

The Estate of James J. Stansell has made a gift of \$85,000 for the James J. Stansell Classics Endowment in the College of Arts and Letters.

Andrew Vassiliadis has made a gift of \$25,000 for the Aztec Club Director's Cabinet in the Department of Intercollegiate Athletics.

Presidential & Special Events:

President de la Torre and Vice President Vargas hosted two stewardship dinners for donors at the University House in October. On Tuesday, October 5, Jo Ann Lane and Mike Elcan, along with Richard Jenkins were recognized for their support of the College of Sciences. On Thursday, October 13, David and Debbie Hawkins, Mark and Debbie Lindner, and Mark McMillin were recognized for their support of the Fowler College of Business.

On Saturday, October 9, President de la Torre and Vice President Vargas in collaboration with Athletics hosted guests at the SDSU vs. New Mexico football game. Nearly 125 guests attended the pre-game reception, including major gift donors and prospects, Director's Cabinet members, LA Regional Council members and TCF board members. A group of SDSU Alumni and SAE fraternity brothers also attended the game in Carson.

On Monday, October 11, a series of events in association with the President's Lecture Series were hosted. The distinguished lecturer and honored guest and was Ms. Peggy Johnson, CEO of Magic Leap. Ms. Johnson earned her bachelor's degree in engineering from San Diego State and has been referred to as one of the "Most Powerful Women Engineers in the World." A campus tour and strategic meetings were held with faculty, staff and students from the College of Engineering, College of Sciences, College of Health and Human Services and the Virtual Immersive Teaching and Learning Labs (VITal) Research Center and others associated with augmented reality. Over 400 faculty, staff, students, donors and community members attended the lecture, "Mindsweep on the Mesa." Following the lecture, a reception was hosted at the University House for select donors and faculty from the College of Engineering. During the meeting with the VITal team, Ms. Johnson offered to donate Magic Leap devices in order to further SDSU's augmented reality endeavors. Ms. Johnson and her husband, Eric (MS in electrical engineering from SDSU), are generous supporters of San Diego State, including the establishment of the Fred Harris Faculty Endowment.

On Tuesday, October 19, the second advisory board committee was held for the 125th anniversary. Special Events presented preliminary event concepts for the three milestone events taking place on Monday, March 14 – the Community Open House, All-University Birthday Celebration and the Volunteer Appreciation event. StratComm presented initial marketing and communications plans for the 18-month anniversary celebration.

On Wednesday, October 27, President de la Torre and Vice Provost Bill Tong hosted a welcome back to campus reception for Monica Casper, Dean, College of Arts and Letters. Nearly 60 guests attended the reception, which included College of Arts and Letters donors, members of The Campanile Foundation, SDSU Alumni board members, members of the search committee, campus and college leadership, Associated Students executive team and personal guests of Dean Casper.

On Tuesday, November 2, President de la Torre, Vice President Vargas and Athletics Director JD Wicker hosted Mrs. Dianne Bashor and Mr. and Mrs. David Malcolm for a campus tour and stewardship lunch on center court of Viejas Arena. Coaches Brian Dutcher and Steve Fisher attended the luncheon as well. Upon arrival to Viejas Arena, Mrs. Bashor was greeted by 30 members of SDSU's dance and cheer teams as well as eight student Ambassadors.

Also on Tuesday, November 2, President de la Torre, Vice President Vargas and Dean Joe Belch hosted a stewardship dinner for Mr. David Batchelder at the University House to show appreciation to him for his gift of \$2.25 million to support the first endowed chair and a separate endowment for the university's Corporate Governance Institute (CGI) – the Ralph V. Witworth Chair in Corporate Governance Endowment and the Corporate Governance Institute Shareholder Value Endowment.

On Wednesday, November 3, President de la Torre and Provost Ochoa hosted a welcome reception for Scott Walter, Dean, University Library. Nearly 50 guests attended the reception and included Library donors, members of The Campanile Foundation, SDSU Alumni board members, members of the search committee, campus and college leadership, Associated Students executive team and personal guests of Dean Walter.

On Thursday, November 4, President de la Torre, Vice President Vargas and Dean Belch hosted a stewardship event at the University House honoring Jeff Glazer for his gift of \$1,060,000 to establish and endow the Glazer Outstanding Lecturer Fellowship. This endowment will offer five fellowships exclusively for lecturers in the Fowler College of Business. Guests include members of The Campanile Foundation board, Jeff's personal list, Glazer Fellowship recipients, and FCB department chairs.

Strategic Plan Activity 39
Principles of Community Final Report

INTRODUCTION	2
Committee Members	2
Deliverables	3
DATA COLLECTION	4
Review of Principles of Community Statements from Other Colleges & Universities	4
Review of Diversity Equity and Inclusion (DEI) Statements	4
Feedback from Community Outreach Efforts	5
Qualtrics Data from Campus Stakeholders and Greater Community	6
PROPOSED STATEMENT	7
OTHER RECOMMENDATIONS	8
Website	8
Video Collage	8

INTRODUCTION

Strategic Priority: Equity & Inclusion in Everything We Do

Summary

To foster and sustain an environment where all students, faculty, staff, and alumni feel welcomed, supported, and valued by the university, the Strategic Planning Activity 39 Committee developed a Principles of Community statement. Our Principles of Community statement reflects clear themes and shared visions from campus diversity, equity, and inclusion statements from divisions, colleges, and non-academic units through a comprehensive assessment and content analysis of drafted statements. We also engaged students, faculty, alumni, staff, and families in a campus-wide discussion while soliciting videos and personal statements from community members on “What community at SDSU means to me.” We recommend displaying the statement alongside a video and text collage on an accompanying website.

Committee Members

Raquel Herriott, M.P.A. <i>Chair</i>	Community & Media Relations / Special Advisor to the Chief, University Police Department
Rebecca Lewison, Ph.D. <i>Co-Chair</i>	Professor of Biology Chair of Research and Scholarly Excellence, SA&CD Director of the Institute of Ecological Monitoring and Management
Anahi Aceves	Student, College of Arts and Letters Member of the Educational Opportunity Program (EOP)
Anne Donadey, Ph.D.	Professor of French and Women’s Studies Diversity Liaison for the College of Arts and Letters
Carolina Uribe Rodriguez	Student, Fowler College of Business Member of the Educational Opportunity Program SOAR Peer Mentor
Edgar Hodge, Ed.D.	AVP of IT Division, Research and Cyberinfrastructure Liaison for SA&CD
Gloria Rhodes, M.L.S.	Outreach and Diversity Initiatives Librarian

Jennifer Stanley Director of Development for SA&CD, University Relations and Development

Madhavi M. McCall, Ph.D. Associate Dean, Academic Affairs and Operations
College of Arts and Letters
Professor of Political Science

Randy Timm, Ed.D. Associate Vice President and Dean of Students, SA&CD

Deliverables

Deliverable 1: Collate diversity and inclusion statements across campus (e.g., senate, college, divisions, etc.)

Deliverable 2: Draft Principles of Community for the university based on existing information.

Deliverable 3: Perform a review of Principle of Community statements from other colleges and universities. Identify and consider key features and elements.

Deliverable 4: Review all campus-wide DEI and related statements.

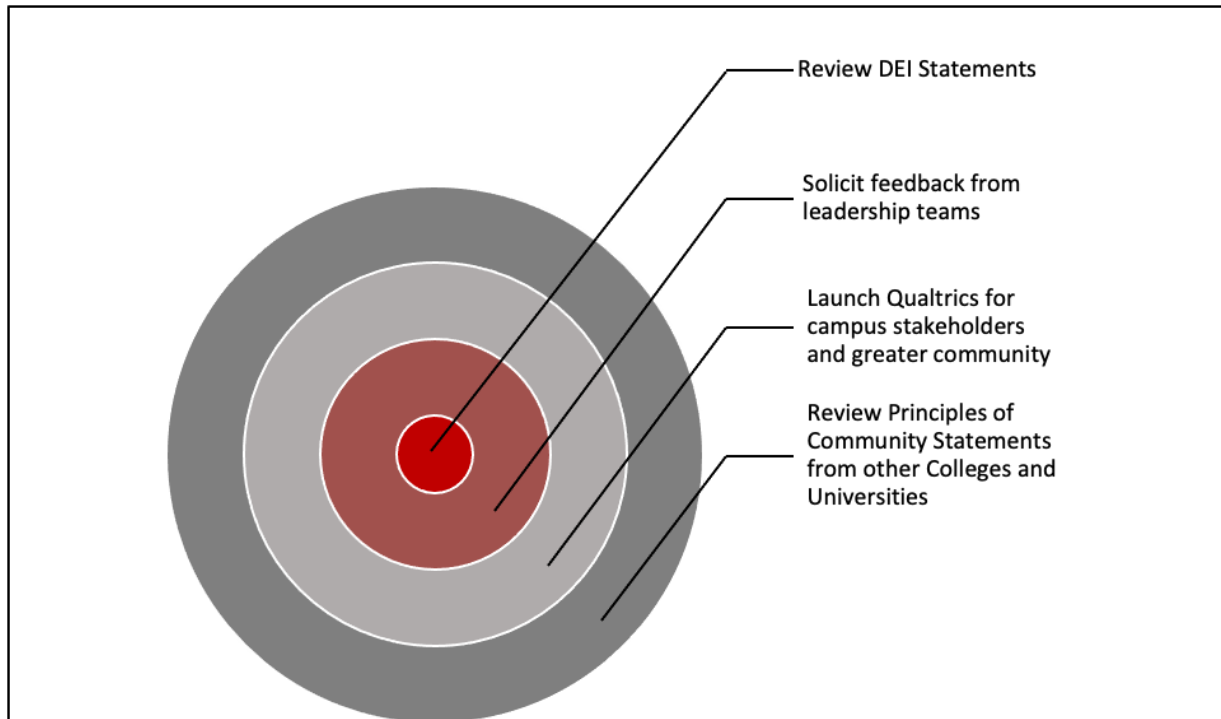
Deliverable 5: Revise Principles of Community Template and add group edits.

Deliverable 6: Create a Campus and Community Outreach Campaign to solicit feedback and input from student, administrators, staff, and faculty groups.

Deliverable 7: Add all final edits and submit the proposed Principles of Community Statement in a report with recommendations.

DATA COLLECTION

The following graphic represents the 4-pronged approach our committee took to gather data and information for an SDSU-specific Principles of Community Statement.



Please note that the categories of each prong listed below are in order of completion.

Review of Principles of Community Statements from Other Colleges & Universities

To help develop a Principles of Community Statement, we first considered similar statements from a range of colleges and universities:

- UC San Diego
- Virginia Tech
- UC Davis
- Kansas State University
- Iowa State University
- UC Berkeley
- University of Dayton

During our review, we found that Principles of Community statements tended to be concise. For a number of institutions, the Principle statement was located on a website that served as a hub for all of the JEDI (Justice, Equity, Diversity, and Inclusion) programs and initiatives at the institution, with links so visitors could quickly and easily learn more about the programs.

Review of Diversity Equity and Inclusion (DEI) Statements

Our committee worked with the Equity and Inclusion Councils to collect existing diversity, equity, and inclusion statements as well as the University Senate Diversity Statement and the Student Life & Leadership Principles of Community Statement. During the review process, groups of committee members worked with subsets of the documents and conducted a qualitative content analysis on all of the documents from the units listed below:

1. Athletics
2. Business & Financial Affairs
3. College of Arts and Letters
4. College of Education
5. College of Engineering
6. College of Health & Human Services
7. College of Professional Studies and Fine Arts
8. College of Sciences
9. Fowler College of Business
10. Global Campus Diversity & Inclusion
11. IT Division
12. Library
13. SDSU Imperial Valley
14. SDSU Research Foundation
15. Student Life & Leadership - Principles of Community Statement
16. The Division of Research and Innovation in collaboration with the Graduate Division
17. University Relations and Development
18. University Senate

For this analysis, individual members identified recurring themes, trends, and notable topics to be considered and included in SDSU's Principles of Community statement. We then met as a committee to discuss our findings and compiled our notes and findings into a single document using representative categories to group similar findings. This method of analysis, which is widely used in qualitative research, helped us identify several significant themes to include in our statement draft, including embracing diversity, establishing local, regional, and global impact, defining inclusivity, acknowledging historical roots, promoting social justice, incorporating shared governance, maintaining excellence, and providing equitable opportunity and resources.

Feedback from Community Outreach Efforts

We solicited feedback from alum, parent, student, administrator, faculty, and staff organizations and structures via email and through direct presentations to the groups at scheduled meetings.

Student-Affiliated Organizations:

- Associated Students
- Athletics
- Commuter Resource Center
- Greek Councils
- Identity / Cultural Centers
- International Student Center
- Joan and Art Barron Veterans Center
- Residential Education
- SDSU Ambassadors
- SDSU Guardian Scholars
- SOAR Mentor Program

Administrator, Faculty, and Staff-Affiliated Organizations:

- Center for Inclusive Excellence
- Chairs and Directors
- Deans Council
- Employee Resource Groups
- Equity & Inclusion Councils
- President's Council & President's Office
- Senate Executive Committee

Other Affiliated Organizations

- Alumni Association
- Aztec Parents Association

We received constructive feedback from many groups/organizations. Much of the feedback focused on balancing a commitment to free speech with responsible communication. All comments received were shared with committee members and each one was addressed or incorporated into the final draft. Please note: some of the groups/organizations did not respond or did not have any feedback.

Qualtrics Data from Campus Stakeholders and Greater Community

In addition to asking organizations and groups to review the draft of the Principles of Community, we also launched an initiative to capture narratives and thoughts from community members on “What community at SDSU means to you.”

In collaboration with campus communicators, the initiative was featured on multiple multimedia platforms:

- Alumni Social Media Accounts
- BFA Weekly Newsletter
- Global Campus Social Media Accounts
- State Up to Date Newsletter
- Student Life & Leadership Notice

Respondents were asked to submit text or video responses. A total of 47 individuals attempted to complete the survey, but only 22 individuals answered all of the questions. The breakdown of

the 22 individuals who completed the survey were as follows: students (3), faculty (1), staff (15), and administrators (3). The spreadsheet can be accessed by [clicking here](#).

PROPOSED STATEMENT

San Diego State University, a multi-campus, Hispanic-Serving Institution located on the lands of the Kumeyaay Nations and part of the US-Mexico transborder region, is committed to advancing access, justice, equity, diversity, and inclusion in everything we do. Our community of students, staff, faculty, alumni, and family honors the inherent value of all individuals. We strive to foster a scholarly environment that supports and is enriched by our intersectionality, diverse traditions, cultures, languages, perspectives, and experiences. The SDSU Principles of Community is an aspirational statement that embodies this commitment, and reflects the ideals we seek to uphold.

- We promote a culture of inclusion in which all are valued and treated with respect, dignity, and fairness so that they may thrive.
- We acknowledge that imbalances of power, accessibility, and privilege persist in higher education and in society and are committed to addressing and dismantling these imbalances.
- We affirm that freedom of expression and academic freedom are integral to the mission of the university and to its students, faculty, and staff.
- We recognize the right of every individual to think, speak, and debate any idea in the spirit of advancing knowledge and understanding, and reject all forms of violence and discrimination.
- We honor shared governance as a foundational element to our university -- a forum where justice, equity, diversity, and inclusion allow us to meet challenges with innovative solutions, educate and learn with curiosity and compassion, promote respectful dialogue, and make meaningful discoveries.
- We value our differences, and take pride in the impact of our educational, research, and scholarly mission.
- We appreciate the service of our students, faculty, staff, and alumni to our campus, region, state, country, and global community.
- We embrace a culture of excellence and promote the success, growth, safety, and well-being of our students, faculty, staff, and the broader community.

We recognize our individual responsibilities to the university community and the principles that advance it in everything we do. We will each commit to positive actions that affirm learning and growth for all members of the community.

OTHER RECOMMENDATIONS

Website

After reviewing multiple websites from other colleges and universities, we recommend displaying the Principles of Community Statement on a high-traffic, visible web page with a simple layout. The web page should include direct links to relevant pages or reports where community members can view how the university is implementing its goals and objectives. We also recommend using direct quotes from community members responding to what community at SDSU means to them. These statements can be accessed via the Qualtrics form mentioned above.

Video Collage

To help capture the diverse voices of our SDSU community, we recommend producing a video to display on the Principles of Community website. The video recordings would be a collection of individuals stating what community at SDSU means to them at different locations on campus.

Considering Additional Input from Community Members

We understand that community members may have additional input or feedback regarding the Principles of Community Statement. Therefore, we recommend including a contact near the bottom of the web page. The contact would be responsible for gathering feedback for proposed revisions.