

**San Diego State University Sense of the Senate Resolution
Calling for the Immediate Reinstatement of Dr. Joanna Brooks as AVP of
Faculty Advancement**

1. WHEREAS: Dr. Joanna Brooks has proven to be an exceptional administrator, performing exemplary work and demonstrating core principles and values that allowed her to build much-needed trust with all levels of faculty as well as to provide a bridge between faculty and upper administration; and
2. WHEREAS: Dr. Brooks has exemplified shared governance and honored the essential role of faculty in leading and servicing the mission of the university; and
3. WHEREAS: The Office of Faculty Affairs was renamed the Office of Faculty Advancement under the leadership of Dr. Brooks, reflecting a corresponding shift in the focus of the office to supporting and advocating for faculty, providing important attention to the faculty during a time when much political and cultural uncertainty exists at the national level; and
4. WHEREAS: The most important task of the university is the hiring and retention of faculty, and, under Dr. Brooks leadership, the Office of Faculty Advancement has initiated numerous reforms to strengthen the University's ability to recruit and retain a diverse faculty body of the highest quality, including the Building on Inclusive Excellence hiring program to support departments and schools in their efforts to recruit outstanding and diverse faculty, and initiatives to achieve equity for women and increase the number of underrepresented faculty in STEM fields; and
5. WHEREAS: Dr. Brooks has demonstrated excellent leadership of the Strategic Plan's working group focused on the Recruitment and Retention of Underrepresented Faculty (RRUF); and
6. WHEREAS: Dr. Brooks has implemented new guidelines for improving spousal accommodations for new faculty; and
7. WHEREAS: Dr. Brooks has a keen understanding of the intricate details and overall intent of the Collective Bargaining Agreement (CBA); and
8. WHEREAS: Under Dr. Brooks's leadership, the Office of Faculty Advancement has provided long-overdue attention to procedures for evaluating temporary faculty; and
9. WHEREAS: Under Dr. Brooks's leadership, the RTP process has been improved and brought into the 21st century through the introduction of Interfolio; and
10. WHEREAS: Under Dr. Brooks's leadership, the timeline of the RTP process for tenure-track faculty has been adjusted to be consistent with that of comparable and aspirational institutions, thus reducing stress on junior faculty, reducing workloads for reviewers, and encouraging better mentoring for greater faculty success; and
11. WHEREAS: Under Dr. Brooks's leadership, the Office of Faculty Advancement has initiated a series of new and effective workshops for department chairs and school directors; and
12. WHEREAS: The timing of the non-retention of Dr. Brooks has caused much confusion among faculty seeking promotion and created an unstable environment for junior faculty; and

13. WHEREAS: The non-retention of Dr. Brooks jeopardizes ongoing efforts and initiatives to promote equity, diversity, and representation in academic units; and
14. WHEREAS: The non-retention of Dr. Brooks has further and severely damaged faculty morale; and
15. WHEREAS: The decision not to retain Dr. Brooks threatens her career as an academic administrator; be it therefore
16. RESOLVED: That it is the sense of the San Diego State University Senate that Dr. Joanna Brooks be immediately reinstated as Associate Vice President for Faculty Advancement.