

Aug. 23rd, 2022

To: University Senate

From: Wil Weston, Past Chair, SDSU University Senate

Re: Report on the Senate Annual Agenda 2021/22

- 1) COVID19 Health Issues and Repopulation: Examine/address repopulation planning. Specifically student, faculty & staff well-being and academic achievement.

There have been a series of referrals to address everything from student graduation to curricular support addressing faculty tenure track and interruption of research, including referrals addressing periodic evaluation of staff and lecturers during COVID. See Trello Referral Chart for status of these updates or request additional information through the Senate Website.

- 2) AY21-22 and Future Budget : Examine why some core academic functions are still under-resourced. Examine financial support for Student Success.

The Senate issued a referral to UR&P on July 28, 2020, requesting they draft guiding principles for a university-wide budget planning. The budget “planning” process subsequently developed by the UR&P committee over the AY 2020-2021 was the response to this referral. Rather than a planning process, the committee developed a “communication and analysis process” intended to invigorate discussion about budgets at the college and divisional level, shed light on pending budget issues, and ultimately contribute to university-wide improvements in annual budget planning.

Additionally, University Resources and Planning Committee (URP) created an intake form for questions, which, will, hopefully, promote improved communication of budgetary information to the Senate. Form is located on the URP Senate page: https://senate.sdsu.edu/standing-committee_university-resources-planning

- 3) Hiring of Faculty or Staff Lines: Address issues in Tenure-Track/Tenure Faculty Planning process.
 - a) Examine the representation/membership on the Tenure Track Planning Committee (TTPC), so that all Colleges (+ Library) are represented on the committee.

The TTPC is current working on a referral to Review Tenure Track Policy, committee composition, roles, responsibilities, composition, forms, and documents and has referred recommended policy changes to AP&P.

Additionally, TTPC is doing further research how each of the colleges makes their decisions regarding planning for tenure track positions.

- b) Reformat of the Dean's faculty positions information form to TTPC, so that it provides more qualitative information on College needs.

This form has been updated. Although, additional updates have been suggested with the latest form; it is expected to be an iterative process with each cycle.

- c) Advocate for rebuilding staff after early exit program.

Senate Leadership has advocated consistently with Administration ongoing staff needs.

- d) Examine growth of administrative ranks.

This has not yet been formalized as a referral.

- 4) R1 vision: Examine disparities in teaching load between colleges to support (i.e., colleges on a 3-3 or higher coming to at least a 2-2). Examine under-funding of Student Services. Examine under-funding (library, faculty, staff, updated and new laboratories).

There was no action taken on this agenda item. It is the hope of Senate Leadership that these items can be taken up by the next Senate.

- 5) Faculty Workload: Establish policy that realigns faculty work hours with the 180 days per year that they are contracted to work. Address faculty market-based and equity salary. Specifically, address issues of equity and parity within the institution. Improve tenure track density on the Imperial Valley campus.

Senate Leadership made a referral to Faculty Affairs to address workload issues resulting from the impacts of the COVID- 19 pandemic on the SDSU budget. Senate Officers requested that Faculty Affairs research previous Senate responses to budget cuts and strategies used to support the best interest of faculty members at all levels during budget decision-making to develop guiding principles and strategies regarding Faculty rights, workloads, and well-being.

Furthermore, the Senate supports the efforts of the CFA in this area. There is more to be done and additional referrals to be considered as we emerge from the pandemic, particularly as additional workload imbalances have emerged.

6) Senate

- a) Improve online video meetings and make them more effective and efficient.

Working with ITS and the new Senate Analyst we have been steadily making improvement to online meetings. While we are limited by the technology in many ways – as improvements are made, they are being integrated.

- b) Improve shared governance and inclusive in its representation and focus.

Senate Leadership has made several referrals to Constitution and ByLaws Committee (CBL), aimed toward this goal. One of the key referrals was for administrative committees (or taskforces) that operate longer than a set number of months are consultative, and that Senate committee members must serve on the administrative committee (or taskforces) in a ratio that ensures shared governance.

(Additionally, I would also highlight the townhall on February 24, 2022, examining faculty status and shared governance.)

- c) Examine recent developments against university and Senate diversity efforts (specifically concerns over discrimination and reports of bullying based on race, gender, and speech).

There have been a series of referrals; specifically, one asking for Policy on hateful rhetoric the use of shared SDSU digital resources and another on asking for a policy for the Senate Listserv in alignment with Senate shared governance statements, including netiquette. (Freedom of Expression was asked to be consulted as a part of this referral). Additionally, there has been a referral to CBL/DEI to Review SDSU & ASCSU Policies for Inclusivity.

- d) Improve access to Senate online documentation (i.e. policy, resolution, provide senate orientation materials)

This has been one of the more significant areas of accomplishment this past year due to the massive efforts of Secretary Amanda Fuller (formerly Treasurer), Mario Saldana (Senate Analyst), and all of the Senate Standing Committees (especially AP&P, Chaired by Dr. Pam Lach) to not only bringing the policy file up to date, but also creating a robust supporting architecture for Senate business.

Finally, I would also like to highlight that work done by the Ad Hoc committee formed to investigate support for our TAs and Gas, chaired by Dr. Scott Kelly. This work is not close to being done – there is so much, much more need here to support our students in their academic goals.

Respectfully submitted,

Wil Weston

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Past Chair of the Senate