

**SAN JOSÉ STATE
UNIVERSITY
ONE WASHINGTON SQUARE
SAN JOSÉ, CA 95192**

**SS-S25-2, Sense of the Senate Resolution, Supporting
the Establishment of a CSU Systemwide Staff Council**

Rationale: To support the inclusion of San José State University Staff Council in shared governance within the California State University system and call on the Chancellor's Office to establish a system level Staff Council.

Whereas: The Office of the Chancellor of the California State University (CSU) system has affirmed at multiple opportunities in preceding decades a commitment to shared governance at the system level [Collegiality in the California State University System (1985); Shared Governance Reconsidered: Improving Decision-Making in the California State University (2001); Tenets of System Level Governance in the California State University (2018)]; and

Whereas: The purpose of shared governance in higher education and specifically in the CSU is to provide varied stakeholders with opportunities to contribute their diverse perspectives and expertise during decision-making and share responsibility for effective operations, in a manner that is demonstrably fair, open, just, and equitable; and

Whereas: Faculty and students across the 23 campuses of the CSU system have representation and established shared governance structures, separate from collective bargaining, at both the individual campus level and the system level in the form of the Academic Senate of the California State University (ASCSU) and the California State Student Association (CSSA); and

Whereas: Staff make up a third of all employees in the CSU but lack representation in established shared governance structures for staff, separate from collective bargaining; and

Whereas: In the last academic year, the SJSU Academic Senate engaged in a collaborative effort with staff that culminated in the expansion of the senate to include dedicated staff seats thereby increasing the shared governance process on our campus; and

Whereas: Collective bargaining and consultation with staff unions only covers a portion of topics which impact staff, directly or indirectly, leaving a significant gap wherein staff can't engage in university committees, leadership activities and professional development; and

Whereas: Staff play a direct and vital role in the transformational experience of a CSU education and possess expertise unique to their roles that current shared governance structures lack access to, and CSU students would benefit from the inclusion of staff expertise in system level decision making; and

Whereas: San José State University has benefited greatly from the SJSU Staff Council and staff participation in campus shared governance: therefore, be it

Resolved: That the Academic Senate of San José State University will support the expanded definition of shared governance as inclusive of staff and staff perspectives, expertise, and skills, acknowledging their invaluable contributions to the university and within the CSU system; be it further,

Resolved: That Academic Senate expresses its enthusiastic support for the creation and founding of a systemwide Staff Council within the CSU to provide equity, reciprocity, and the opportunity to contribute to systemwide shared governance for staff; be it further,

Resolved: That the Academic Senate encourages its representatives on the ASCSU to support any future ASCSU resolution calling for the creation and founding of a systemwide Staff Council within the CSU, be it further,

Resolved: That the SJSU Senate distribute this resolution to the CSU Chancellor's Office, CSU Board of Trustees, Academic Senate of the CSU, and CSU campus senate chairs with request to share widely.