

1 **San José State University**
2 **Academic Senate**
3 **Resolution from the Floor**
4 **December 10, 2018**
5 **Final Reading**
6

AS 1723

7 **Sense of the Senate Resolution**

8 **Supporting the Adoption of the Tenets of Shared Governance**
9 **by the Academic Senate of the California State University**

10 Legislative History: None

11 Whereas: The issuing by the Chancellor's Office (CO) of Executive Orders 1100 and
12 1110 in the summer of 2017 was widely perceived across the CSU to
13 have been rushed through with insufficient consultation with the Academic
14 Senate of the CSU (ASCSU) or with the campuses, and

15 Whereas: this was seen on all CSU campuses as an abrogation of the principles of
16 shared governance on which the CSU has long relied, and

17 Whereas: there ensued a breakdown of trust and a deterioration of the working
18 relationship between the ASCSU and the CO, and

19 Whereas: during the course of the 2017/18 academic year the ASCUS Executive
20 Committee and senior management in the CO worked hard to reestablish
21 trust and repair working relationships through the development of a joint
22 agreement titles "The Tenets of Shared Governance" (the Tenets) that
23 represents a commitment by both sides to respect the principles shared
24 governance and set out a framework by which shared governance will be
25 conducted in the CO's dealings with the ASCSU, therefore be it

26 Resolved That the Academic Senate of San Jose State University expresses its
27 appreciation to the ASCSU Executive Committee and the CO for their
28 work on the Tenets, and be it further

29 Resolved That the Academic Senate of San Jose State University encourages the
30 ASCSU and the CO to continue working towards a more collegial and
31 constructive approach shared governance, and be it further

32 Resolved That the Academic Senate of San Jose State University expresses
33 support for adoption if the Tenets by the ASCSU.

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35 Rationale: In the summer of 2017, the Chancellor's Office (CO) issued two executive
36 orders, EO 1100 and EO 1110. Not only did both require a significant
37 overhaul of a number of courses, they were both issued over the summer

38 which and without adequate faculty consultation. Faculty on all 23
39 campuses were upset by the way these orders had been issued.

40 In response the Chancellor's Office agreed to work with the Academic
41 Senate of the CSU (ASCSU) to reach a common understanding of how
42 shared governance at the system level would be implemented moving
43 forward. The ASCSU delegated the task of developing this joint
44 understanding with the CO to its Executive Committee (Exec). The CO
45 and the Exec spent negotiated on a monthly basis over the Fall and
46 Spring semesters and agreed to the Tenets document (see the link in
47 Appendix A).

48 At the Exec's final meeting with the CO, the Chancellor asked all the
49 members of the Executive Committee if they were in agreement with what
50 had been developed; none demurred. However, when the Tenets
51 document was brought to the ASCSU for ratification, the incoming Senate
52 chair, who was herself on the Exec Committee, unexpectedly admitted
53 that she had "reservations". That blindsided the Chancellor and the
54 Senate Chair and allowed a small but vocal minority to derail the Tenets'
55 adoption.

56 This matters because in the absence of trust, disagreements have to be
57 metaphorically litigated and that raises the cost and reduces the
58 productiveness of collaboration.

59 To be clear, the Tenets document on it own is no guarantee of successful
60 shared governance and it's by no means perfect; but it's a reasonable first
61 step and, perhaps more importantly, it demonstrates a joint commitment to
62 a collaborative process.

63 While it is early days, I suggest that the work done with the CO last year is
64 beginning to bear fruit. This fall the CO shared the drafts of three EO
65 revisions, 1080, 1081 and 1082 with the ASCSU (and we have shared
66 with you) so that you have an opportunity to provide input before they are
67 finalized. That suggests a change in the way the CO is working with the
68 faculty.

69 A rejection of the Tenets document, on the other hand, signals a
70 repudiation of the process by which they were developed and indicates a
71 preference for adversarial bargaining over collaboration.

72 If the CO concludes that attempts at dialog and consultation with the
73 ASCSU are unproductive, any consultation is likely to be perfunctory at
74 best. That, I'm sure you would agree, would be less than ideal.

75

76 Appendix A "The Tenets of Shared Governance"

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[LINK TO THE TENETS OF SHARED GOVERNANCE](#)

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https://drive.google.com/file/d/12VsfVZ9-I9UZji_4swY8c9fHVCtOnIJE/view