

1 **San José State University**
2 **Academic Senate**
3 **March 17, 2025**
4 **Final Reading**
5

AS 1890

6 **Sense of the Senate Resolution**

7 Supporting the Establishment of a CSU Systemwide Staff Council
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9 **Rationale:** To support the inclusion of San José State University Staff Council in shared
10 governance within the California State University system and call on the Chancellor's
11 Office to establish a system level Staff Council.
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13 **Whereas:** The Office of the Chancellor of the California State University (CSU)
14 system has affirmed at multiple opportunities in preceding decades a
15 commitment to shared governance at the system level [Collegiality in the
16 California State University System (1985); Shared Governance
17 Reconsidered: Improving Decision-Making in the California State
18 University (2001); Tenets of System Level Governance in the California
19 State University (2018)]; and

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

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

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

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

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

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

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

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

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

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

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

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