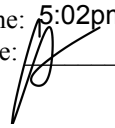


Posted Date: 10/1/2020

Posted Time: 5:02pm

Signature: 

**Associated Students  
San Francisco State University**

**Executive Committee**

**October 7th, 2020**

**12:00 PM- Zoom call**

**URL: <https://sfsu.zoom.us/j/99125669177?pwd=U1RxVEN4bDkxa1RybkhZHU3Z0c0Zz09>**

**Meeting ID: 991 2566 9177**

**Meeting Password: 204199**

**Agenda**

- I. Call to order
- II. Roll Call
- III. Approval of Agenda
- IV. Approval of Minutes
- V. Open Forum
- VI. Discussion Items
  - a. **Mandatory Reporter Status**  
*The Executive Committee will discuss mandatory reporter status.*
  - b. **Attendance Policy Updates**  
*The Committee will discuss the possibility of having regular updates on attendance policy, to keep board members accountable to meetings and commitments.*
  - c. **SQE #NoHarmDisarm Demands**  
*The Committee will discuss the #NoHarmDisarm Campaign and the Demands from SQE.*
  - d. **Letter of Opposition on AS-3450-20/FA**  
*The Committee will discuss the Letter of Opposition suspending student evaluations of teaching implemented in Spring 2020 to the 2020- 2021 Academic Year.*
- VII. Announcements
- VIII. Adjournment

Posted Date:  
Posted Time:  
Signature: \_\_\_\_\_

*This meeting is being facilitated through an online zoom format, consistent with the Governor's Executive Order N25-20, suspending certain open meeting law restrictions.*

**Associated Students  
San Francisco State University**

**Executive Committee  
September 23rd, 2020  
2:00pm- Zoom call**

**URL: <https://sfsu.zoom.us/j/91666786157?pwd=YIFGZHYzbGoySThwT25aU3dVay9VQT09>**

**Meeting ID: 916 6678 6157**

**Meeting Password: Exec  
Minutes**

- I. Call to order 2:09 pm
- II. Roll Call

**President Andrew Carrillo- Present  
Chief of Staff Tyler Lewis- Present  
VP of Finance Rashid Abdul Rahiman- Present  
VP of Internal Affairs Zoram Thomas Ruiz-Mercado- Present  
VP of External Affairs Joshua Ochoa- Present  
VP of Facilities and Services Alondra Esquivel Garcia- Present  
VP of Social Justice and Equity Chantel Bermudez- Present  
Executive Director Tonee Sherrill- Present  
VP Student Affairs and Enrollment Management Beth Hellwig- Excused  
Chief Justice Krystle P.- Excused Tardy**

- III. Approval of Agenda

**Motion to add Discussion Item c. Taking Up Space and Recognizing Space by VP of Social Justice and Equity.  
Seconded by VP of External Affairs.**

**Amendment approved by consensus.  
Agenda approved by consensus.**

**Motion to approve the Agenda for September 23rd, 2020.  
Approved by consensus.**

- IV. Approval of Minutes

**Motion to approve the Minutes for September 9th, 2020.  
Approved by consensus.**

- V. Open Forum  
President **Andrew Carrillo** opened

- VI. Discussion Items
  - a. **Executive Updates**

*The Executive Committee will provide updates to the body.*

**President** reminded the Board that this item is recurring. **VP External Affairs** shared his plans for the External Affairs committee, especially with the oncoming election and propositions that are being discussed in the California and San Francisco Senates. The Chomp the Vote event will be taking place during October by the External Affairs Committee, as well. The SF State student body tripled its voter registration on Voter Registration Day.

**VP Internal Affairs** has established meeting membership and will be approving the charter at the next meeting. **VP Internal Affairs** also brought up points of student forums and that if a board member would like to have student forums, to please let him know so he can be present and promote the event. **President** commented that including AS Programs in the planning of open forums would be very beneficial.

**VP of Finance** updated the committee that the Finance Committee handbook has been approved and would like to have it out by the end of the month. The open forum held by the Finance Committee was also very successful and in the next meeting will be deciding on the cost of living adjustment and college representation. **President** emphasized the importance of staff in these discussions and that the AS Board is not exempt from the financial challenges from COVID-19.

**VP of Facilities and Services** reminded the Executive Committee that the Manzanita Square Retail Space meeting occurred yesterday and discussions around this and ongoing projects and merger documents will be discussed in Facilities and Services. **VP Facilities and Services** also brought up that San Francisco Transit services are going to be severely underfunded and that will severely impact students. **VP Facilities and Services** will be recruiting students at large to sit on her committee, as well as helping re-establish a Sustainability Council. **VP Facilities and Services** have been working on multiple resolutions, specifically regarding women's education and health issues. **VP Facilities and Services** is also working on land recognition resolutions and is working with other Associated Students Inc to lower student fees. **VP Facilities and Services** also had multiple one-on-ones and was very pleased with the work that other educators and students are doing.

**VP Social Justice and Equity** opened her updates by reminding the committee that her committee will be discussing Title IX. SJEC will also be electing their co-chair on Friday.

**Executive Director** added that he has been having a series of meetings with UCorp because he is concerned that the original document does not seem to be in the best interests of Associated Students. Furthermore, in the relationship with UCORP, the Board needs to decide what partnership role UCORP will have with Associated Students. **President** thanked **Executive Director** and is confident in the committee to navigate the conversations.

**President** is having a meeting with Marketing this week in regards to how to reorganize the AS Website to add tabs for students on University Committees. Provost Summit meetings with the college representatives start consistently tomorrow. **President** finished with his focus on working on supporting the committees.

**VP External Affairs** added that he anticipated the parking tax and lack of funding on public transport and working on this in the future should be expected. **VP External Affairs** also mentioned he sent out all emails for advocacy and outreach for voting and is including Lobby Corps in those efforts. **VP External Affairs** reminded the committee that a state senator will be coming to campus and they will be discussing outreach and the CSU also announced their new chancellor.

**b. Organization Sign On: Support Transit Recovery in San Francisco**

*The Executive Committee will have a discussion regarding SF Transit riders Transit Recovery Plan.*

**VP Facilities and Services** explained the 30x30 Resolution regarding advocacy, recovery, and support for increased transit in San Francisco. **VP Facilities and Services** will be continuing discussion on this. **President** echoed her sentiments and commended her on bringing this forward, because it will help the AS policy agenda. **VP External Affairs** asked if this discussion was about the 30x30 and **VP Facilities and Services** affirmed.

**Chief Justice** suggested reaching out to unions and **VP Facilities and Services** said that she would pass that information on. **VP External Affairs** commended **VP Facilities and Services** for bringing this up. **President** hoped that the University would continue to invest in its community.

c. **Taking Up Space and Recognizing Space**

*The committee will discuss Taking Up Space and Recognizing Space.*

**VP Social Justice and Equity** prefaced with explaining her goal with this item is how to know when to step back and let others step up. Furthermore, she also wanted to discuss one-on-ones and professionalism. **VP Social Justice and Equity** recognized that there may be issues that are brought up to one committee and may fit better with another and recognized that. Furthermore, co-authoring documents may be very important instead of one author with other sponsoring Board members. **VP Social Justice and Equity** opened up the conversation.

**Chief Justice** gathered her thoughts and stated that she feels the Board does a good job of recognizing space. **Chief Justice** also mentioned that **VP Facilities and Services** gave **Chief Justice** her seat on SVAC to give her an opportunity to speak.

**VP Social Justice and Equity** would like the discussion to be more specific with examples of how the Board could do better day to day. **VP External Affairs** agreed that there may be room for improvement and he mentioned that many members of the Board have been on for a year and helping other Board members to navigate the space would be very beneficial. **VP External Affairs** suggested being a Facilitator and giving other people the floor to communicate their issues and be given the space. **VP External Affairs** continued by mentioning that there is a lot of growth that can happen with the Board's individual relationships. **VP External Affairs** would like to strengthen these relationships.

**VP Social Justice and Equity** would like the committee to challenge themselves. Furthermore, **VP Social Justice and Equity** also brought up the authorship again and observed that some documents have only been authored by one board member. With the PHRA Resolution, **VP External Affairs** responded that the names were on the document, but **VP Social Justice and Equity** felt like they should have been granted authorship.

**VP Facilities and Services** introduced the idea that this topic is difficult to discuss, especially because humans are programmed and recognizing individual privilege would be very helpful. **VP Facilities and Services** also suggested the possibility of a privilege training to help reprogram our brains to better reject and reverse privilege. **VP Facilities and Services** would also like to strengthen relationships within the Board members. **VP Facilities and Services** also stressed that there may be urgent efforts that students who are directly involved in that issue may be not able to get involved in and figuring out how to still address those issues is important. **VP Social Justice and Equity** agreed with these points, especially about re-programming.

**President** saw this conversation as a continuing one and that it is also an issue of personal growth. **President** also stated that giving up space has been his goal with putting students at large in committees to gain more representation. **President** would like to continue this conversation.

**Executive Director** greatly appreciated this conversation. He mentioned that there may be a lack of understanding about other peoples' identities and if those people are experts on that topic. Furthermore, **Executive Director** brought up strengthening relationships with Board

members, as well. **VP Social Justice and Equity** would love for this to be a continuing conversation and would like to make sure Board members are holding each other accountable. **VP Social Justice and Equity** would also like to create a document with Board members' interests. **President** agreed and felt like there may be a lack of communication. **President** believed that the Board has actively encouraged students and other Board members to enter the spaces.

**Chief Justice** brought up a sense of community within the Board and the idea of bringing in new people to speak on issues. **VP Social Justice and Equity** responded in agreement, but also dissented that there would be many issues so only one Board member would not be receiving all of the issues. **Chief Justice** understood and also brought up having a Board being more well-rounded. **VP Social Justice and Equity** mentioned that she is not having this discussion as a criticism, but that the intention is to do better in the future.

**President** appreciated the clarification. **President** spoke about how he does not feel the Board members represent the community that they were elected to oversee. **President** emphasized that the Board is here to serve all of the students and each Board member has their own identities.

**VP Social Justice and Equity** prefaced that she has a positive view on this topic and would like to open the discussion on respecting spaces. **VP Social Justice and Equity** highlighted the issue of one-on-ones and that it may not be a Board members right to provide one-on-ones for difficult issues. **VP Social Justice and Equity** emphasized the difference between personalism and professionalism.

**Chief Justice** agreed with **VP Social Justice and Equity's** sentiments about having one-on-ones after meetings. **Chief Justice** felt like one-on-one emails should be coming from pro-staff or the **President** and that it may not be professional to have one-on-ones, especially for the newer Board members. **Chief Justice** noted that there wasn't any pressure for these one-on-ones, but that the intention is a bit confusing.

**Chief of Staff** spoke up by acknowledging other Board members' right to have one-on-ones and that it could be perceived a different way, but that the intention is good. **Chief of Staff** also acknowledged that some meetings get very stressed and heated and she personally felt like the situation being discussed wasn't very deep. **Chief Justice** clarified that she personally wouldn't feel comfortable having one-on-ones from other Board members. **Chief of Staff** responded by saying that there doesn't need to be a response to one-on-ones if Board members don't feel comfortable.

**VP External Affairs** apologized if his intentions came across as not altruistic or if they made other people from being uncomfortable. **VP External Affairs** will communicate with pro-staff in the future. Furthermore, the intention behind one-on-ones from **VP External Affairs** is to create a supportive and inclusive environment.

**President** asked if the topic of discussion was one-on-one's between Board members and their professionalism. **VP Social Justice and Equity** responded that this wasn't the goal and that there may be conversations in the future that are very difficult and more so understanding and respecting others peoples' space.

**Executive Director** echoed the sentiment of being able to manage conflict and interpersonal dialogue. **Executive Director** apologized for not being able to equip the Board as they usually would because of the remote modality. **Executive Director** felt like this issue may be an interpersonal challenge amongst the Board members. **VP Social Justice and Equity** clarified that she is talking about professionalism and working, not personal communication. **VP Social Justice and Equity** just wanted to make sure that in the future, when tough discussions come up, Board members may not be using the one-on-ones for professional spaces. **VP Social Justice and Equity** wanted to keep one-on-ones strictly professional, not personal.

**VP Facilities and Services** said that when she has one-on-ones, she emphasizes being professional, but also wants to make sure that she is having emotions check ins. **VP Facilities and Services** recognized that some people may not have external people to discuss issues with and that each Board member can interpret professionalism differently. **VP Facilities and Services** wanted clarification on whether the issue was between staff or the student leaders?

**VP Social Justice and Equity** wanted to make sure that the questions were not just directed at her and she wanted to ensure that other Board members had their space to speak. **VP Social Justice and Equity** echoed that each person viewed professionalism differently. **VP Social Justice and Equity** mentioned that it is not in the Board members' job description to have personal discussions about health and well-being.

**President** felt like this conversation was very nuanced. **President** feels like one-on-ones will still happen and it would be very difficult to put a blanket over the conversations that would be occurring. **Chief Justice** pointed out that each leader on the Board has different leadership styles and communication styles.

**VP Facilities and Services** suggested that each Board member knowing their own capability and knowing their own boundaries. **VP Facilities and Services** promoted just being realistic with themselves and with each other is the best policy. **VP Social Justice and Equity** agreed with **VP Facilities and Services** and clarified that one-on-ones from people on hard topics who may not be knowledgeable or who may have an alienating stance on the issue should not be offering spaces for people to speak. **VP Social Justice and Equity** felt like pro-staff is more equipped to discuss difficult emotional issues with Board members. **Chief Justice** explained her interpretation and **VP Social Justice and Equity** agreed and echoed that certain words may be extremely problematic and harmful.

**President** asked for clarification on who would be appropriate to have those spaces. **VP Social Justice and Equity** stated that personal conversations should happen on personal time. **Leadership Development Coordinator** clarified that what **VP Social Justice and Equity** is trying to say is that there should be a higher level of caution when providing spaces and what, as individuals, bring into spaces. **VP Social Justice and Equity** responded that reaching out and offering space can not be neutral and that it should be offered personally. **Leadership Development Coordinator** wanted to bring up that many Board members don't have other peoples' contact information to contact them personally. **VP Social Justice and Equity** acknowledged this point and brought up eradicating mass one-on-ones emails.

**VP Internal Affairs** brought up that many of this communication comes up because of quarantine and the remote modality. **VP Internal Affairs** also mentioned that reimagining conversations during quarantine is very important. **President** agreed that this is a weird time

because of the environment. **President** also brought up that these issues would come up in person, as well and navigating them would be difficult. **VP Social Justice and Equity** would just like the Board to practice being aware of the impact that their communication may have with other Board members. **VP Social Justice and Equity** would love to build community.

**President** also mentioned being conscious about the fact that this has to do with growth and growth is continuous. Through trial, error, and reminders, the Board, as a community and individually, will continue to grow and get better.

#### VII. Announcements

**VP Internal Affairs** said that there is a Know Your Rights Workshop tomorrow.

**Chief Justice** shared that President Mahoney approved the request to add another member on SVAC.

**President** also reminded the Board that there will be a Rules Committee after the meeting.

#### VIII. Adjournment

**Meeting adjourned by consensus at 3:56 pm**

Approved by: Tyler Lewis

---

Respectfully submitted by: Caitlyn Madara

*Caitlyn Madara*



## **SQE Statewide #NoHarmDisarm #CopsOffCampus Campaign**

### **Demands**

#### **KEY DEMAND Defund UPD:**

1. Defund the police and invest in affirming, life-giving resources & spending for Black people, Indigenous people, all people of color, and all people disproportionately harmed by policing & the carceral system.
2. Remove all funding for the UPD firearms budget and remove all weapons/arms/firearms from every CSU campus.
3. Set a student and faculty run, mutual aid based, program for the emergency/blue lights.
4. Create a student and faculty led oversight committee/body to oversee where the money and resources go as they free up and are immediately reallocated, as to not let the money get “lost in the move”.

#### **We need More Resources for Students:**

1. Fund Black Student Resource Centers in collaboration with Black/Africana Studies faculty and students on every campus.
2. Hiring more mental health counselors in representation of the student body and reflective of the American Psychological Association student ratio guidelines . (1 counselor to every 1k to 1.5k students on campus.)
3. Fund well trained mental health crisis intervention teams on each campus that are unaffiliated with policing.

**Protect LGBTQIA+ Students:** Provide more safety zones defined by and for LGBTQIA+ and BIPOC students on campus. This safety zone must include trained staff who:

1. Have a history and support of the BIPOC and LGBTQIA+ community, 2. Will not tolerate homophobic, heterosexist, cisgenderist comments, even under the guise of “diversity of thought”.

**Student Affairs:** Implement restorative and transformative practices on each campus via Student Conduct and Student Affairs as needed and applicable.

1. Have mandatory, extensive, and repetitive unconscious bias training led by trusted organizations chosen by BIPOC faculty and students.
2. Have full transparency to these training sessions including what and when.
3. Have a process for virtual harassment.
4. Student affairs must decrease their relationship with policing and do community outreach for restorative and transformative resources instead.
5. Campus Housing must decrease their relationship with policing and resident advisors,

staff, and administration take consistent unconscious bias training

## AS BOARD MEMBER ATTENDANCE POLICY

---

BACKGROUND AND PURPOSE.....	1
POLICY STATEMENT.....	1
APPLICABILITY TO THE POLICY.....	1
DEFINITIONS.....	2
ABSENCES AND REMOVALS.....	2
REQUESTING EXCUSED ABSENCES.....	2
ATTENDANCE RECORDS.....	3
TARDINESS.....	3
FORMS.....	4
Board Member Confirmation.....	5
AS BOARD MEMBER ATTENDANCE POLICY APPROVAL AND REVISION HISTORY.....	6

### **BACKGROUND AND PURPOSE**

The purpose of this policy is to help ensure regular attendance by board members. It is essential for efficient operations and proper representation of the students of San Francisco State University that all board members understand and abide by this attendance policy. In order to best serve the student body and the organization, board members are expected to conduct themselves in accordance with the bylaws and policies set forth by the university and AS. This policy ensures that all board members understand the importance and consequences associated with meeting attendance.

### **POLICY STATEMENT**

This policy is intended to support full contribution of all board members. All board members receive a copy of this official policy. The policy is reviewed once a year and maintained in each member's file. The policy has been reviewed and authorized by the board.

### **APPLICABILITY TO THE POLICY**





Members of the Board of Directors may request excused absences from the Chair of the respective meetings by 5pm the previous business day.

- a. Requests submitted within 24 hours of the meeting time do not require a reply from the Chair, and the absence will be determined at the chair's discretion.
- b. Method of contact to request an excused absence from the Chair is to be determined by that Chair and made clear during an open session of the BOD meeting as to have the method of contact reflected in the minutes.

Meeting dates for regular Board and Committee meetings will be set far enough in advance to avoid conflicts with existing commitments of individual Board members that would prevent them from attending the meeting. Thus, it is expected that each Board member will attend each regularly scheduled Board and Committee meeting, unless:

1. The director indicated at the time the Board agreed to the schedule that they had a previous commitment that precluded his or her attending a specified meeting.
2. An unexpected event outside the control of the Director prevents the director from attending. All

regularly scheduled meetings should in most circumstances be attended in person.

#### **ATTENDANCE RECORD**

All BOD meeting absences/tardies are to be recorded by the Corporate Secretary of AS. In the absence of the appointment of a Corporate Secretary, the AS President shall designate a recorder.

- a. It is the duty of the Corporate Secretary to inform the BOD, during officer reports, if any member is in violation of this attendance policy.
- b. The BOD should receive such attendance reports from the Corporate Secretary on a timeline set at the discretion of the Corporate Secretary, but no less than quarterly.

All Committee/Council/Assembly meeting absences/tardies are to be recorded by the Chair or minute taker of the scheduled meeting and reported to the Corporate Secretary of AS.

#### **TARDINESS**

If a board member has 3 instances of tardiness in one semester at any given meeting, it shall be recorded as 1 unexcused absence in the attendance record.



A tardy is defined as arriving 10 minutes or more after the call to order without notice to the chair.

## **FORMS**

Attachment A: Board Member Confirmation



Attachment A:

- I, \_\_\_\_\_, hereby agree to adhere to the above attendance policy and understand that failure to do so can result in my removal from the Board of Directors, pursuant to Article VI Section 6 Sub?Section (c) of the AS! Bylaws.

[illegible]

Article VI, Section 6, Sub-Section c, Pg. 7



**BOARD OF DIRECTORS ATTENDANCE POLICY APPROVAL AND REVISION HISTORY** Board of

Directors Attendance Policy was Approved by the AS Board of Directors on 03/29/2016

# Executive Committee Agenda Item Request Form

**\*\*ITEMS RECEIVED AFTER THE DEADLINE INDICATED IN THE CALL FOR ITEMS WILL NOT BE CONSIDERED UNLESS IT IS AN EMERGENCY/TIME SENSITIVE ISSUE\*\***

In an effort to streamline how agenda items are received, please utilize the following form to submit any and all agenda item requests for the upcoming Board of Directors Executive meeting.

Email address \*

jochoa@asi.sfsu.edu

Meeting Date: \*

MM DD YYYY

09 / 30 / 2020

What kind of item is it? \*



Action



Discussion

What is the item called? (Example: Resolution in Opposition of the City and County of San Francisco's Parking Tax) \*

Attendance Policy Updates

Please provide a brief description of the item (example: The Board will discuss and take action on the Resolution in Opposition of the City and County of San Francisco Parking Tax) \*

The Committee will discuss the possibility of having regular updates on attendance policy, to keep board members accountable to meetings and commitments.

Sponsoring Committee/ Board member \*

Joshua Ochoa (VP External Affairs)

Recommended Motion (example: Move to approve the Resolution in Opposition of the City and County of San Francisco Parking Tax) \*

none

What fiscal impact does this item have? Please provide a projected cost, where the money will come from, how this expense is beneficial, etc. \*

none

Please provide some background on this agenda item to help contextualize it for fellow Board members. \*

none

Attachment(s). Please note that requested agenda items will not be added to the Board agenda unless copies of the supporting document(s) are submitted with this request.



401-BOD-Attend...

This form was created inside of Associated Students Inc of SFSU.

Google Forms

# Executive Committee Agenda Item Request Form

**\*\*ITEMS RECEIVED AFTER THE DEADLINE INDICATED IN THE CALL FOR ITEMS WILL NOT BE CONSIDERED UNLESS IT IS AN EMERGENCY/TIME SENSITIVE ISSUE\*\***

In an effort to streamline how agenda items are received, please utilize the following form to submit any and all agenda item requests for the upcoming Board of Directors Executive meeting.

Email address \*

krystle@asi.sfsu.edu

Meeting Date: \*

MM DD YYYY

10 / 07 / 2020

What kind of item is it? \*

☐ Action

☒ Discussion

What is the item called? (Example: Resolution in Opposition of the City and County of San Francisco's Parking Tax) \*

Mandatory Reporter Status

Please provide a brief description of the item (example: The Board will discuss and take action on the Resolution in Opposition of the City and County of San Francisco Parking Tax) \*

The committee will discuss mandatory reporter status

Sponsoring Committee/ Board member \*

Chief Justice

Recommended Motion (example: Move to approve the Resolution in Opposition of the City and County of San Francisco Parking Tax) \*

N/A

What fiscal impact does this item have? Please provide a projected cost, where the money will come from, how this expense is beneficial, etc. \*

N/A

Please provide some background on this agenda item to help contextualize it for fellow Board members. \*

N/A

Attachment(s). Please note that requested agenda items will not be added to the Board agenda unless copies of the supporting document(s) are submitted with this request.

This form was created inside of Associated Students Inc of SFSU.

Google Forms



# Executive Committee Agenda Item Request Form

**\*\*ITEMS RECEIVED AFTER THE DEADLINE INDICATED IN THE CALL FOR ITEMS WILL NOT BE CONSIDERED UNLESS IT IS AN EMERGENCY/TIME SENSITIVE ISSUE\*\***

In an effort to streamline how agenda items are received, please utilize the following form to submit any and all agenda item requests for the upcoming Board of Directors Executive meeting.

Email address \*

jochoa@asi.sfsu.edu

Meeting Date: \*

MM DD YYYY

10 / 07 / 2020

What kind of item is it? \*



Action



Discussion

What is the item called? (Example: Resolution in Opposition of the City and County of San Francisco's Parking Tax) \*

SQE #NoHarmDisharm Demands



Please provide a brief description of the item (example: The Board will discuss and take action on the Resolution in Opposition of the City and County of San Francisco Parking Tax) \*

The Board will discuss and possibly take action on the #NoHarmDisarm Campaign and the Demands from SQE.

Sponsoring Committee/ Board member \*

Joshua Ochoa (VP External)

Recommended Motion (example: Move to approve the Resolution in Opposition of the City and County of San Francisco Parking Tax) \*

unsure at the moment

What fiscal impact does this item have? Please provide a projected cost, where the money will come from, how this expense is beneficial, etc. \*

none

Please provide some background on this agenda item to help contextualize it for fellow Board members. \*

none

Attachment(s). Please note that requested agenda items will not be added to the Board agenda unless copies of the supporting document(s) are submitted with this request.



Copy of Drafted ...

This form was created inside of Associated Students Inc of SFSU.

Google Forms

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3450-20/FA  
September 17-18, 2020

**SUSPENSION OF MANDATORY PEER OBSERVATIONS OF INSTRUCTION AND  
STUDENT EVALUATIONS FOR ACADEMIC YEAR 2020-2021**

- RESOLVED:** That the Academic Senate CSU (ASCSU) recognize that because of the COVID-19 pandemic, that nearly all teaching within the CSU is being accomplished through virtual and/or asynchronous instruction from remote locations, including faculty members' homes; and be it further
- RESOLVED:** That the ASCSU recognize the myriad inequities associated with working remotely, including access to technology, lack of privacy, family concerns and interruptions, and others; and be it further
- RESOLVED:** That the ASCSU recognize the inherent and systemic biases in peer observations and student evaluations, including racial/ethnic, gender, sexuality, age, appearance, and other biases, and that such biases are likely exacerbated by teaching remotely; and be it further
- RESOLVED:** That the ASCSU strongly urge the Chancellor's Office and campuses to continue the suspension throughout the CSU system of mandatory student evaluations of teaching implemented in Spring 2020 to the 2020-2021 Academic Year; and be it further
- RESOLVED:** That the ASCSU strongly urge the Chancellor's Office and campuses to suspend throughout the CSU system all mandatory peer observations of teaching during the 2020-2021 Academic Year; and be it further
- RESOLVED:** That the ASCSU urge the Chancellor's Office and campuses to allow faculty to opt-in to peer observations of instruction and to student evaluations of teaching during Academic Year 2020-2021; and be it further
- RESOLVED:** That the ASCSU urge the Chancellor's Office and campuses to allow individual faculty to decide whether or not peer or student evaluations of teaching from Academic Year 2020-2021 are included in their permanent personnel files; and be it further
- RESOLVED:** That the ASCSU urge the Chancellor's Office to instruct campuses that the absence of peer observations of instruction or student evaluations of

teaching for Academic Year 2020-2021 in personnel files will not adversely affect personnel decisions; and be it further

**RESOLVED:** That the ASCSU distribute this resolution to the CSU Board of Trustees, CSU Office of the Chancellor, California Faculty Association (CFA), California State Student Association (CSSA), CSU campus Provosts/Vice Presidents of Academic Affairs, CSU campus Presidents, CSU campus Senate Chairs, CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

***RATIONALE:** When teaching remotely, faculty face grave inequities. First, not all faculty members have equal access to high-quality technology, including internet access, because of financial capabilities, geographic location, and other factors. Second, faculty members have different living environments, with inequality in access to private spaces from which to teach. Third, faculty members experience factors and circumstances that intrude into the remote classroom, including children at home (with daycare and school largely unavailable for working families), elderly parents, roommates, and other relatives at home, and other situations that can be largely uncontrollable. All of these things can result in biased and unfair perceptions of teaching by faculty peers and students.*

*Much research indicates that student evaluations of teaching within ordinary classroom environments are biased by gender, by race, and are unrelated to student learning (Hamermesh & Parker, 2005; Mitchell & Martin, 2018; Uttl, White, & Gonzalez, 2017). These biases are likely to be exacerbated in remote teaching environments.*

**Approved – September 17-18, 2020**