



## **Associated Students of San Francisco State University** **Resolution for Transparency and Shared Governance in the Selection of** **a New University President**

**WHEREAS**, Associated Students at San Francisco State University (AS), a nonprofit auxiliary student government organization, is the recognized voice of the 29,607 students enrolled at San Francisco State University (SFSU);

**WHEREAS**, the mission of the AS is to serve SFSU students, and advocate for student interests with the purpose of elevating the student voice in issues of importance to their education;

**WHEREAS**, students are the primary consumer of the education provided by SFSU, solidifying the foundation for the human and creative potential<sup>1</sup> that provides for the prosperity and abundance<sup>2</sup> of the San Francisco Bay Area influencing business, industry, government, communities and institutions for generations to come;

**WHEREAS**, the mission<sup>3</sup> of SFSU is that from the heart of a diverse community, San Francisco State University honors roots, stimulates intellectual and personal development, promotes equity, and inspires the courage to lead, create, and innovate;

**WHEREAS**, the most significant responsibility for executing this mission rests with the leader selected as president of the university in the context of a history where students, faculty and staff have over 50 years of conflict with;

**WHEREAS**, the only legitimate power the best candidate for president will have is the acceptance of their influence and confidence in their leadership<sup>4</sup> by students, faculty, staff and community, which is directly related to the process of selection<sup>5</sup> used in choosing the person for that position;

**WHEREAS**, in 2011, the CSU Board of Trustees amended the Trustees Policy for the Selection of Presidents<sup>6</sup> to make the public announcement of finalists and official campus visits in Presidential searches at the discretion of the Chancellor and Chair of the Trustees Committee for the Selection of the President (TCSP);

**WHEREAS**, this discretion has been exercised in presidential searches since then such that no public announcements have been made and that no campus have been scheduled, which creates a system that eliminates the transparency of the process and allows for little opportunity to justify an open process;

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<sup>1</sup> Education is Fundamental to Development and Growth: Keynote Address at World Education Forum. King, M. Director of Education, The World Bank (2011) London, England

<sup>2</sup> Role and Importance of the Education System in the Development of Human Potential in Terms of Globalization in Georgia. Tsartsidze, Murman & Kvirkvelia, Ekaterine. (2016). *European Journal of Education and Applied Psychology* 16(3) 34-37

<sup>3</sup> San Francisco State University Mission Statement. Academic Senate Policy #S15-176. Feb 10, 2015

<sup>4</sup> The Changing Role of the President in Higher Education. Rile, J. (2001) *New Educational Foundations Organization Theory*. <https://www.newfoundations.com/OrgTheory/Rile721.html>

<sup>5</sup> Presidential Search Committee Checklist. Poston, M. American Association of University Professors.

<https://www.aaup.org/issues/governance-colleges-universities/presidential-search>

<sup>6</sup> Minutes of the Meeting of the Board of Trustees, September 21, 2011, Exhibit A

**WHEREAS**, the justification<sup>7</sup> for this decision being that the best candidates will not readily participate in an open process for selection and that closing the process helps those who aren't selected to save face with the relationships in their current positions;

**WHEREAS**, a process that is not completely transparent has the effect at SFSU of creating an atmosphere of distrust among members of the campus community and will only continue the conflict the campus community has with the administration;

**WHEREAS**, Students, are excluded from the TCSP because a Student Trustee was not selected and are disproportionately underrepresented on the Advisory Committee to the Trustees Committee for the Selection of the President (ACTCSP) creating an institutional culture<sup>8</sup> of students as subjects of an administration that must accept the policies and choices of administrators in order to take advantage of a college education at SFSU adding to the distrust and conflict with administration; and

**WHEREAS**, The Chair of the Board or the Chancellor may appoint up to two additional members from constituent groups to the ACTCSP to strengthen its capacity<sup>9</sup> to cope with the complex requirements of a specific search.

**THEREFORE, BE IT RESOLVED**, that the AS calls for the improvement of transparency and shared governance in the process for selection of the university president at SFSU both in policy and in practice and for changes to be enacted immediately;

**BE IT FURTHER RESOLVED**, that AS calls upon the Chancellor and the Chair of the TCSP to recognize that the need for a transparent selection process is unique to SFSU and to make a public announcement of the finalists and schedule campus visits in this presidential search;

**BE IT FURTHER RESOLVED**, that AS calls upon the Chair of the Board of Trustees and the Chancellor to appoint two additional student members of the ACTCSP nominated by AS to increase student representation in the selection process and to add a Student Trustee or their designee as a member of the TCSP; and

**BE IT FURTHER RESOLVED**, that we affirm support for the efforts of the Academic Senate at SFSU to pass resolutions related to the Presidential search.

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<sup>7</sup> The Importance of Confidentiality. Slayton Search Partners. <http://slaytonsearch.com/2011/09/the-importance-of-confidentiality/>

<sup>8</sup> Managing University Culture: an analysis of the relationship between institutional culture and management approaches. Sporn, B. (1996) *Journal of Higher Education* 32(1)

<sup>9</sup> Effective Search Committees: The How, Who and Why. AGB Search. <https://www.agbsearch.com/newsletter/effective-search-committees-the-why-who-and-how>