

## WORKING DRAFT

*Note: I want to give the Senate and the campus community an early glimpse of concrete action that is linked to last week's Senate break out groups on anti-racist Senate/Shared governance change. I am still in the process of analyzing the google form data from our October 27, 2020 discussions and crafting related goals, specific strategies, and outcome measures. My plan is to collaborate further on this action plan with the Appointments and Elections Committee, DEIC, and Senate Executive, and bring a final draft back to the University Senate and the campus community for review, comment, and final adoption.*

### HSU University Senate Shared Governance Strategic Planning 2020-21

Submitted by Mary Virnoche  
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#### **Vision**

Humboldt State University will be a model for shared governance. The University Senate and Committee actions will be informed by the HSU Strategic Plan and prioritize diversity, equity, and inclusion across all dimensions of shared governance: representation, outcome priorities, and deliberative processes. Constituents and leadership will come to know shared governance spaces as welcoming and important to the overall campus vision for excellence. Engagement in shared governance public life of the university will contribute to rewarding collaborations that build community across campus.

#### **Goal 1**

The University Senate regularly identifies and supports diverse shared governance **leadership and membership**, including BIPOC students, faculty, and staff.

#### **Strategies**

1. Appointments and election committee restructuring to collaborate with DEIC.
2. Regular outreach (each semester) to constituencies for discussion and learning about shared governance opportunities.
3. Mentoring Structures - Bringing people into leadership
4. Mentoring for folks newer to shared governance (Early Training and Culture Around Inclusive Practices - Ongoing. Staging before Senate meetings.)
5. Invite new faculty and staff to the Senate ... introduce them to the campus
6. Term Limits (partial): We have a 3-year term limit (unless there is a partial term.. Change practice on partial term counting?)
7. Structure leadership regular action to amplify Senate and Committee work and upcoming agenda items with constituencies

8. Work with AS on Graduate Student representation in the Senate.
9. Structure real release for staff so senate/committee is part of their work.

### **Outcome Measures**

Identify demographics for current leadership and memberships and set targets for change.

### **Goal 2**

The University Senate and Committee **agendas and actions** are collectively built and informed by the HSU Strategic plan and a diversity, equity, and inclusion lens.

1. AY year agenda setting deliberations - create practice and transparency that annually (by semester?) discusses diversity and equity in our shared governance bodies and our agendas
2. Clarifying the Senate commitment to DEI work in every meeting
3. Allow one open agenda item?
4. Regular messaging as to agendas to constituencies
5. Train leadership to work with equity lens for agenda setting and policy making

### **Outcome Measures**

?? qualitative and quantitative analysis of business

### **Goal 3**

The University Senate and committees are **welcoming spaces for inclusive and equitable discussion**, deliberation and action.

### **Strategies**

1. University Senate meetings will open with time for collegial interaction.
2. The Senate Chair will welcome the community to meetings and review processes for engagement during the meeting.
3. Parliamentary Rules limited in use as needed for formalized action. Integrating other models for community conversation and deliberations and decision making. When do we move to parliamentary, if at all?
4. Moments of ouch ... how can we do that and be respectful? How should we develop moments to call people in?
5. Train leadership to work with equity lens for process
6. Identify equity advocates and processes for engagement with Senate and Senate Committees
7. Develop other mechanisms for folks to participate such as submitting comments (in chat or elsewhere) that could be followed up on

## **Outcome Measures**

In May 2021 ... repeat something like the October 27, 2020 break out groups to discuss 20-21 changes and targets for continued work.

## **Shared Governance Plan Background**

In May 2020, amidst national and local organizing and protest against racialized violence, the University Senate Executive team committed to and released a [Statement in Support of Black Lives](#). The statement put in motion the building of a Senate academic year action agenda that prioritized anti-racist and social justice goals across multiple dimensions of shared governance. The leadership team began the work of evaluating (senate) structure and policies with an equity lens.

During the University Senate meeting on October 27, 2020 this work engaged the broader community in this process of change. More than 50 senators and senate guests participated in 3-4 person zoom breakout group discussions. We invited participants to turn an diversity, equity, and inclusion lens on the University Senate and shared governance, discussing and making anonymous notes on three key questions:

1. White Supremacy by Design: What are some examples of white privilege or white supremacy in the culture and practices of the Senate?
2. Belonging: Are there particular ways or times that have made you feel like you do belong? Do not belong? How might those experiences be related to your racial identity?
3. Change: How can the Senate be reorganized/restructured to better challenge white supremacy.

This plan grows out of these and many other consultations and collaborations. It is a living document intended to guide the AY 20-21 University Senate work, as well as that of future Senates and campus shared governance bodies.