



SAN FRANCISCO
STATE UNIVERSITY

OFFICE OF THE PRESIDENT

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May 11, 2016

Dear SF State Community,

I am pleased to share the positive outcome of today's negotiations.

Please see attached.

Sincerely,


Les Wong



May 11, 2016

To the San Francisco State University Community and our Ethnic Studies family around the world,

We the university administration and the hunger strikers agree to these demands and commitments as outlined in the attached document, which includes immediate support for 11 specific demands as detailed. This results in an additional investment of \$482,806 in support of advancing the College – in addition to the \$250,000 commitment for AY 2016-17 earlier already made by the President. Specifically, these include:

- Administration & Finance will immediately reallocate necessary funding to the College of Ethnic Studies to support the salaries of two full-time tenure-track faculty positions in Africana Studies.
- SF State supports the intent to increase recruitment of under-represented minorities (URM), including more URM from the local Bay Area, and as such will work collaboratively with faculty across campus and recruit/train student ambassadors to implement outreach programs by appointing a work group starting August 2016.
- Student Affairs & Enrollment Management will reallocate work-study funds to the College of Ethnic Studies in AY 2016-17 to support four student employees.
- SF State supports the right of the College of Ethnic Studies to review and restructure the Ethnic Studies MA curriculum and will lend support in this endeavor as appropriate.
- SF State will increase the Development Officer FTE assignment for the College of Ethnic Studies from .50 FTE to 1.0 FTE starting July 1st.
- SF State supports advancing the proposal to request departmental status for Race & Resistance Studies and will take action on our part by May 16th.
- SF State will move the administrative oversight for Native American Graves Protection & Repatriation (NAGPRA) program, as well as the two current full-time, permanent staff members, from the College of Liberal & Creative Arts to the College of Ethnic Studies.
- SF State will provide funding to develop a program in Pacific Islander Studies.
- The President and the students and faculty in the College of Ethnic Studies commit to meeting regularly to review, analyze and plan for the remaining demands not addressed directly in today's negotiations.



- SF State affirms that it does not intend to take disciplinary action against any students, staff, faculty or administrators who have taken part in protest and advocacy efforts *specifically* for their participation in these activities.
- We will work through the Strategic Initiatives Committee of the Academic Senate to work towards ongoing budget transparency, including but not limited to implementation of independent and transparent audits of the University budget.

Further, following negotiations from this morning's meetings, we came to agreement on the following additional items:

- The Vice President for Student Affairs & Enrollment Management agrees to meet and confer with student representatives from the College of Ethnic Studies to discuss and review their annual submittal for federal work-study funding before making decisions on allocations.
- Effective immediately, the President's Office will provide open, regular and ongoing updates about the progress of the proposal for departmental status for Race & Resistance Studies until the review has been completed.
- Starting July 1st, the President and members of the Pacific Islanders' Club will begin meeting on a regular basis to develop a plan – to include specific milestones - to initiate, grow and sustain Pacific Islander Studies over the next five years, with an ultimate goal of achieving department status.
- Starting July 1st, the President and interested student constituents of Arab & Muslim Ethnicities and Diasporas Initiative (AMED) will begin meeting on a regular basis to develop a plan – to include specific milestones - to reinstate two tenure-track faculty lines over the next five years, as well as provide requisite operational support.
- The President will support the Academic Senate's curriculum review process in advancing the exploration and hopefully implementation of a lower division and upper division ethnic studies requirement for all SF State students.
- The President reiterates and reaffirms his unwavering commitment to the advancement and expansion of the College of Ethnic Studies commensurate with the growth of student enrollment and demand.
- The President will convene a Task Force on the Advancement of the College of Ethnic Studies comprised of students, faculty, staff and administrators to engage in ongoing planning, dialogue, implementation and monitoring of substantive progress towards upholding and enhancing the College.



The University administration and students further agree that following this statement, we will enter a voluntary mutual agreement by College faculty, staff and administrators to honor a silent period, where no individuals issue press releases, post public statements on social media or similar outlets about our efforts to advance the College, so that we can move forward in collegiality and collaboration to address the 26 demands in the most constructive manner. This period would begin immediately after we sign off on this letter and extend through December 31, 2016.

In solidarity,

Members of the Third World Liberation Front 2016 Hunger Strikers:

Hassani Bell

Hassani Bell

5/11/16

Date

Ahkeel Mestayer

Ahkeel Mestayer

5/11/16

Date

Julia Retzlaff Raznick

Julia Retzlaff Raznick

5/11/16

Date

Sachiel Rosen

Sachiel Rosen

5/11/16

Date

On behalf of San Francisco State University:

Leslie E. Wong

Leslie E. Wong, President

5-11-16

Date

Attachment (1): College of Ethnic Studies Student Demands (February 2016) – Response from SF State Cabinet

COLLEGE OF ETHNIC STUDIES STUDENT DEMANDS (FEBRUARY 2016) – RESPONSE FROM SF STATE CABINET

ASSUMPTIONS:

- We unquestionably share a common goal – a belief in the social justice roots of SF State and a fierce commitment to educating and graduating the most diverse student body, reflective of our communities, to lead and serve all over the world.
- We recognize that the College of Ethnic Studies is a unique and distinctive asset to the University.
- We support the spirit, intent and aspirations engendered by the entirety of the demands from the College of Ethnic Studies, while also acknowledging that we must be fiscally responsible.
- We reaffirm the existing CSU and SF State policies, procedures and protocols that have been established for decision-making and consultation.
- Solutions which address campus-wide or systemic problems are preferable to solutions which only address localized concerns.
- We endorse a model of resource (fiscal, facility and personnel) allocation that is equitable and proportional to student demand in terms of FTE, headcount, majors, etc.
- We will use accurate data and evidence to inform our decisions, ensuring that there is transparency for all.
- We advocate utilizing collegial, collaborative and coalition-building models for accomplishing important goals. Responsible points of contact are expected to actively engage and involve key stakeholders and invested constituents in a sustained and genuine manner.

IMMEDIATE IMPLEMENTATION FOR AY 2016-17

DEMAND	RESPONSE	RESPONSIBLE POINT OF CONTACT	TIMELINE	INVESTMENT FROM SF STATE*
We demand funding to support the salaries of two full-time tenured/tenure-track faculty positions in African Studies Department. *THIS IS A NEW DEMAND ADDED DUE TO RECENT EVENTS*	We will reallocated necessary funding from Administration & Finance to the College of Ethnic Studies to support these two hires, in recognition that these represent a high and urgent priority for the College.	Sue Rosser, Provost & VP for Academic Affairs Ron Cortez, VP & CFO, Administration & Finance	Immediately	\$72,000 each faculty line for a total of \$213,120 in annual salary & benefit costs

		Ken Monteiro, Dean, College of Ethnic Studies		
3(d). We demand the creation of a high school recruitment program within the College of Ethnic Studies.	We concur with the intent to increase recruitment of underrepresented minorities – including African American students in particular – as well as more URM students from the local Bay Area. We also support improved partnerships with local school districts. Linking with existing CSU System-wide initiatives to increase URM recruitment and matriculation, we will work more collaboratively with faculty across campus and recruit/train student ambassadors to implement outreach programs.	Luoluo Hong, VP, Student Affairs & Enrollment Management	Appoint work group starting August 2016	N/A
4. We demand San Francisco State University fund more work study positions within the College of Ethnic Studies.	We recognize that work study other student employment positions serve as valuable co-curricular learning opportunities for students and increase engagement. Services that such students provide can also benefit the unit and other students. Through reallocation from Student Affairs & Enrollment Management. We will augment the College's FWS allocation.	Luoluo Hong, VP, Student Affairs & Enrollment Management	Allocation to be provided August 2016	4 students at 20 hours per week, for 32 weeks, at \$10/hour totals \$25,600 (\$6400 per student) – this is awarded on an annual basis and requests must be submitted each year
5(d). We demand a complete restructuring of the Ethnic Studies MA curriculum.	We support the right of graduate programs to review and restructure their curriculum and will lend support as requested and/or appropriate.	Ken Monteiro, Dean, College of Ethnic Studies	College is holding a retreat on May 25, 2016 to	N/A

			address graduate program concerns, including this issue.	
6(a). We demand adequate resources for faculty within the College of Ethnic Studies to conduct the research and produce publications that match expectations for scholarly work by Academic Affairs. We demand a full-time development officer and ORSP grant writer for the College of Ethnic Studies.	President Wong has already agreed to increase the FTE assignment of a development officer in University Advancement from .50 to 1.0 to be assigned to the College.	Robert Nava, VP, University Advancement	Personnel action should be completed by August 2016; development needs of College of Education will also have to be addressed	\$55,000 to augment salary of current Development Officer, plus \$26,400 in additional benefits PLUS \$148,000 in additional salary & benefits to replace a DO for College of Education or comparable arrangement
7(a). We demand that Race and Resistance Studies Program be granted Departmental status effective immediately.	President Wong has already indicated his willingness to review the proposal. Assuming it meets criteria for department status, he will confer with Provost about advancing this through the University review process, which includes the Academic Affairs Council and Academic Senate, for final action.	Leslie Wong, President Sue Rosser, Provost & VP, Academic Affairs Academic Affairs Council	President to review by May 16 th ; timeline thereafter is determined by Academic Senate	.20 FTE release time for Chair - estimate \$6,000 in additional salary annually

		Academic Senate Chair		
7(d). We demand an increase in funding for the Native American Graves Protection and Repatriation (NAGPRA) program, so that the two current staff members can be hired with full time permanent staff lines, and supervision of the NAGPRA program housed within the College of Ethnic Studies.	The Dean of the College of Liberal & Creative Arts has already been consulted and agrees to move the administrative oversight of this program, and also redirect the positions and salary funding for the two current staff positions, which are permanent and full-time.	Sue Rosser, Provost & VP for Academic Affairs	Immediate	No new funding needed – however, COES budget will be augmented accordingly
7(e). We demand funding to begin an initiative to develop a Program in Pacific Islander Studies.	President Wong has already indicated his support for this request.	Ken Monteiro, Dean, College of Ethnic Studies	Planning to begin Fall 2016	Two courses @ \$4343 each, for a total of \$8,686
9(a). We demand that San Francisco State University establish a meeting between the President, Provost, and students from the College of Ethnic Studies every semester to focus on academic programs.	Dates/times for an initial meeting have been offered. At that meeting we will discuss a schedule for future meetings and a viable approach for reviewing, analyzing and planning for remaining demands. We want to clarify that these meetings will not be used for further negotiation; rather, we will work together collegially and collaboratively with all appropriate stakeholders, constituencies and shared governance entities.	Alison Sanders, Chief of Staff, President's Office Ken Monteiro, Dean, College of Ethnic Studies	Immediate beginning May 2016; schedule to be determined.	N/A
9(b). We demand that no disciplinary action be taken against any students, staff, faculty or administrators in defending the college today or in the days to come.	We do not intend to take disciplinary action against any students, staff, faculty or administrators specifically for their involvement in efforts to advance the College. We want to reiterate that other actions in violation of SF State or CSU policy, unrelated to advocacy activities, will have be addressed	Ann Sherman, Sr. VP for Human Resources Mary Ann Begley, Interim AVP & Dean of Students Academic Senate	Immediate	N/A

	accordingly, e.g., academic dishonesty. We will also more carefully and mindfully review our actions/communications as administration to consider their potential impact on campus climate. We would appreciate your active feedback in this regard.			
10 (a). We demand an independent and transparent audit of the Academic Affairs budget.	We have already asked Academic Senate, through the Strategic Initiatives Committee, to spearhead efforts to examine this issue and propose solutions to the campus. A key aspect of this endeavor will be to promote fiscal transparency and clarify budget numbers so all are working from a common understanding. Please note that SF State already undergoes routine audit by an external auditor.	Ron Cortez, VP, Administration & Finance Academic Senate Chair	Timeline to be determined by Academic Senate	N/A
			TOTAL	\$482,806

* **Gold** denotes one-time funding; **Purple** denotes base funding

10 original demands actually comprise 26 discrete demands

1. We demand a restoration of all pre-2007 funding to the College of Ethnic Studies and the Cesar Chavez Research Institute (CCRI). This includes the return of all positions lost due to early faculty retirements as well as the promised two tenure-track lines for the Arab and Muslim Ethnicities and Diasporas Program. It also enables to CCRI to again hire a full time director, two staff, and faculty research fellow positions. AS a commitment to advance Ethnic Studies, we demand – at a minimum – two new tenure track faculty appointments in ever unit within the College of Ethnic Studies over the next five years. DIVIDED INTO →
 - a. We demand a restoration of all pre-2007 funding to the College of Ethnic Studies. This includes the return of all positions lost due to early faculty retirements.

- b. We demand a restoration of all pre-2007 funding to the Cesar Chavez Research Institute (CCRI). It also enables to CCRI to again hire a full time director, two staff, and faculty research fellow positions.
 - c. We demand the promised two tenure-track lines for the Arab and Muslim Ethnicities and Diasporas Program.
 - d. As a commitment to advance Ethnic Studies, we demand – at a minimum – two new tenure-track faculty appointments in ever unit within the College of Ethnic Studies over the next five years.
2. We demand that all SFSU students be required to complete at least one lower and one upper division course in Ethnic Studies prior to graduation.
3. We demand increase funding allocations for our lecturers to meet rising student demand, permanent funding for the crucial work of the Student Resource and Empower Center (including resources for a permanent line for staff advisor and student internships); a disability/learning specialist to be hired to work with all students across all colleges, and the creation of a high school recruitment program within the College of Ethnic Studies. DIVIDED INTO →
 - a. We demand increase funding allocations for our lecturers to meet rising student demand.
 - b. We demand permanent funding for the crucial work of the Student Resource and Empower Center (including resources for a permanent line for staff advisor and student internships)
 - c. We demand a disability/learning specialist to be hired to work with all students across all colleges.
 - d. We demand the creation of a high school recruitment program within the College of Ethnic Studies.
4. We demand San Francisco State University fund more work study positions within the College of Ethnic Studies.
5. We demand the establishment of a Graduate Advising Center within the College of Ethnic Studies with funding for a fulltime Graduate Program coordinator and Graduate Academic Advisor. Further, we demand resources for Graduate Research and Professional Development within the College of Ethnic Studies as well as funding for a new Graduate Lounge to accommodate both Asian American Studies and Ethnic Studies MA programs. And finally, we demand a complete restructuring of the Ethnic Studies MA curriculum. DIVIDED INTO →
 - a. We demand the establishment of a Graduate Advising Center within the College of Ethnic Studies with funding for a fulltime Graduate Program coordinator and Graduate Academic Advisor.
 - b. We demand resources for Graduate Research and Professional Development within the College of Ethnic Studies.
 - c. We demand funding for a new Graduate Lounge to accommodate both Asian American Studies and Ethnic Studies MA programs.
 - d. We demand a complete restructuring of the Ethnic Studies MA curriculum.

6. We demand adequate resources for faculty within the College of Ethnic Studies to conduct the research and produce publications that match expectations for scholarly work by Academic Affairs. We demand a full-time development officer and ORSP grant writer for the College of Ethnic Studies. Likewise, we demand resources to hire a director of Community Services Learning within the College of Ethnic Studies, whose primary responsibility is to facilitate faculty and students' active engagement and service into the community. DIVIDED INTO →
 - a. We demand adequate resources for faculty within the College of Ethnic Studies to conduct the research and produce publications that match expectations for scholarly work by Academic Affairs. We demand a full-time development officer and ORSP grant writer for the College of Ethnic Studies.
 - b. We demand resources to hire a director of Community Services Learning within the College of Ethnic Studies, whose primary responsibility is to facilitate faculty and students' active engagement and service into the community.

7. We demand that Race and Resistance Studies Program be granted Departmental status effective immediately, that funding be provided for an operating budget and one full time office coordinator for the AMED Program, that funding for one full-time AOC in every unit within the College of Ethnic Studies be established. We further demand an increase in funding for the Native American Graves Protection and Repatriation (NAGPRA) program, so that the two current staff members can be hired with full time permanent staff lines, and supervision of the NAGPRA program housed within the College of Ethnic Studies. We also demand funding to begin an initiative to develop a Program in Pacific Islander Studies. DIVIDED INTO →
 - a. We demand that Race and Resistance Studies Program be granted Departmental status effective immediately.
 - b. We demand funding be provided for an operating budget and one full time office coordinator for the AMED Program.
 - c. We demand funding for one full-time AOC in every unit within the College of Ethnic Studies be established.
 - d. We demand an increase in funding for the Native American Graves Protection and Repatriation (NAGPRA) program, so that the two current staff members can be hired with full time permanent staff lines, and supervision of the NAGPRA program housed within the College of Ethnic Studies.
 - e. We demand funding to begin an initiative to develop a Program in Pacific Islander Studies.

8. We demand a Center for the Advancement of Black Life on Campus to be funded from Academic Affairs complete with a full-time staff to be in charge of the recruitment, retention, and successful matriculation of Black students (undergraduate and graduate), Staff, and Faculty.

9. We demand that San Francisco State University establish a meeting between the President, Provost, and students from the College of Ethnic Studies every semester to focus on academic programs. We demand that no disciplinary action be taken against any students, staff, faculty or administrators in defending the college today or in the days to come. DIVIDED INTO →
 - a. We demand that San Francisco State University establish a meeting between the President, Provost, and students from the College of Ethnic Studies every semester to focus on academic programs.

- b. We demand that no disciplinary action be taken against any students, staff, faculty or administrators in defending the college today or in the days to come.
10. We demand an independent and transparent audit of the Academic Affairs budget and a performance review of Provost and Vice President for Academic Affairs, Sue Rosser. A review was previously conducted, but no report or the outcomes of this report were ever made available to faculty or students. If this review is NOT conducted we can only assume a lack of transparency and that an intentional dismantling of the College is being led by Academic Affairs, leading us to consider a vote of NO CONFIDENCE in the current Vice President and Provost. DIVIDED INTO →
- a. We demand an independent and transparent audit of the Academic Affairs budget.
 - b. We demand a performance review of Provost and Vice President for Academic Affairs, Sue Rosser. A review was previously conducted, but no report or the outcomes of this report were ever made available to faculty or students. If this review is NOT conducted we can only assume a lack of transparency and that an intentional dismantling of the College is being led by Academic Affairs, leading us to consider a vote of NO CONFIDENCE in the current Vice President and Provost.

Drafted May 9, 2016; Revised May 10, 2016; Updated May 10, 2016; Finalized May 11, 2016