

Welcome to San Francisco State University "SF State" Campus Orientation





Welcome! from President Lynn Mahoney

We're so glad you've joined San Francisco State University at this particular time. As we continue to recover from the global pandemic and proceed cautiously in our new world, our students are very excited to return to a thriving and beautiful campus, which you are now part of.

Our student body is a wonderful representation of our greater Bay Area families and international students from all over the world. Our job is to do our part to help them graduate - with their degree, they will help foster change wherever they land. Their success is a measure of the great work we've done together.

Welcome to SF State, and I look forward to meeting you on campus!



Agenda:

- Please introduce yourself (briefly!)
 - Name, Start date, Position, Dept., original hometown
 - Ex: Nancy Ganner, May 2013, Project Manager, Human Resources, New York City
- Note: please post questions in Chat and we'll try to get to them
- Who we are
- SF State Organizational Structure
- Our Community
- Our Campus (19th Ave. campus)
- SF State Resources
- SF State Initiatives
- How we communicate
- Why we're here: Our Students



Who we are:

We Are SF State

“experientia docet” (experience teaches)

Founded in 1899



SAN FRANCISCO
STATE UNIVERSITY

SF State is part of the California State University ("CSU"), the largest 23-campus public university system in the United States

"The CSU and its 23 campuses make a significant impact on California and the nation, and I am deeply humbled by the opportunity to serve as their interim chancellor. The commitment of our world-class faculty, staff, administrators, executives, and trustees deeply align with my values to provide life-changing educational opportunities for our students. I look forward to learning and providing my skills to guide the university during this transformational time in CSU history."

- Dr. Jolene Koester, Interim Chancellor of the CSU

You'll hear more about the search for a new Chancellor soon...



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SF State stats:

26,000+ students

4,000 (est.) students living on campus

3,993 staff and faculty employees

2,800 trees on the 19th Ave. campus

1931 year the Gator became mascot

1899 year founded

77 undergraduate degrees

63 graduate degrees

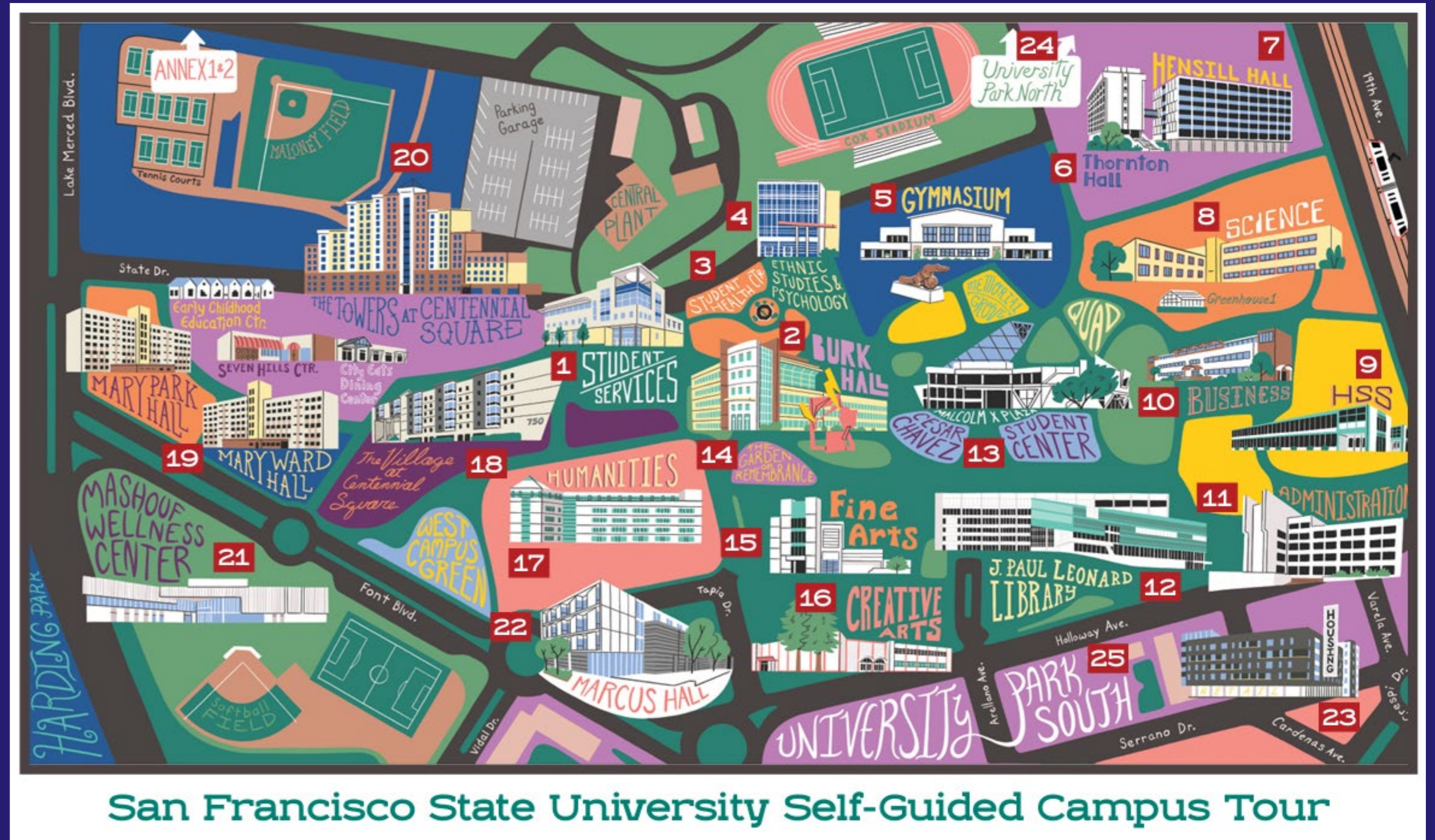
144.1 acres of campus grounds

14 SF State presidents

4 campus locations

3 doctoral degrees

1 amazing university



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SF State's Mission and History

University mission:

San Francisco State University educates and equips students to thrive in a global society. We deliver academic excellence by pursuing knowledge, inspiring creativity, supporting our diverse community and advancing social justice and positive change in the world.

University history:

Founded in 1899 as a two-year teacher training college, San Francisco State University (SF State) today is a globally focused community of more than 30,000 students, faculty and staff with an alumni population of about 270,000.

Throughout its 120-year history, SF State has been a leader in its urban community, offering an acclaimed service-learning program, an extensive network of community partnerships, and affordable year-round cultural programs for students and the public.

Interested in more historical details? Here's a [brief history](#)



A vintage SF State Profile video! Click on photo to watch



An important milestone in our campus history and the future of Ethnic Studies. Click on photo to read it



Who we are today: President Mahoney poses with graduating students at Commencement, held at Oracle Park. Click on the photo to read the latest from President Mahoney.



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SF State campus locations:

**Tiburon campus
(Estuary &
Ocean Science
Center)**



**San Francisco
19th Ave campus**



San Francisco Downtown campus



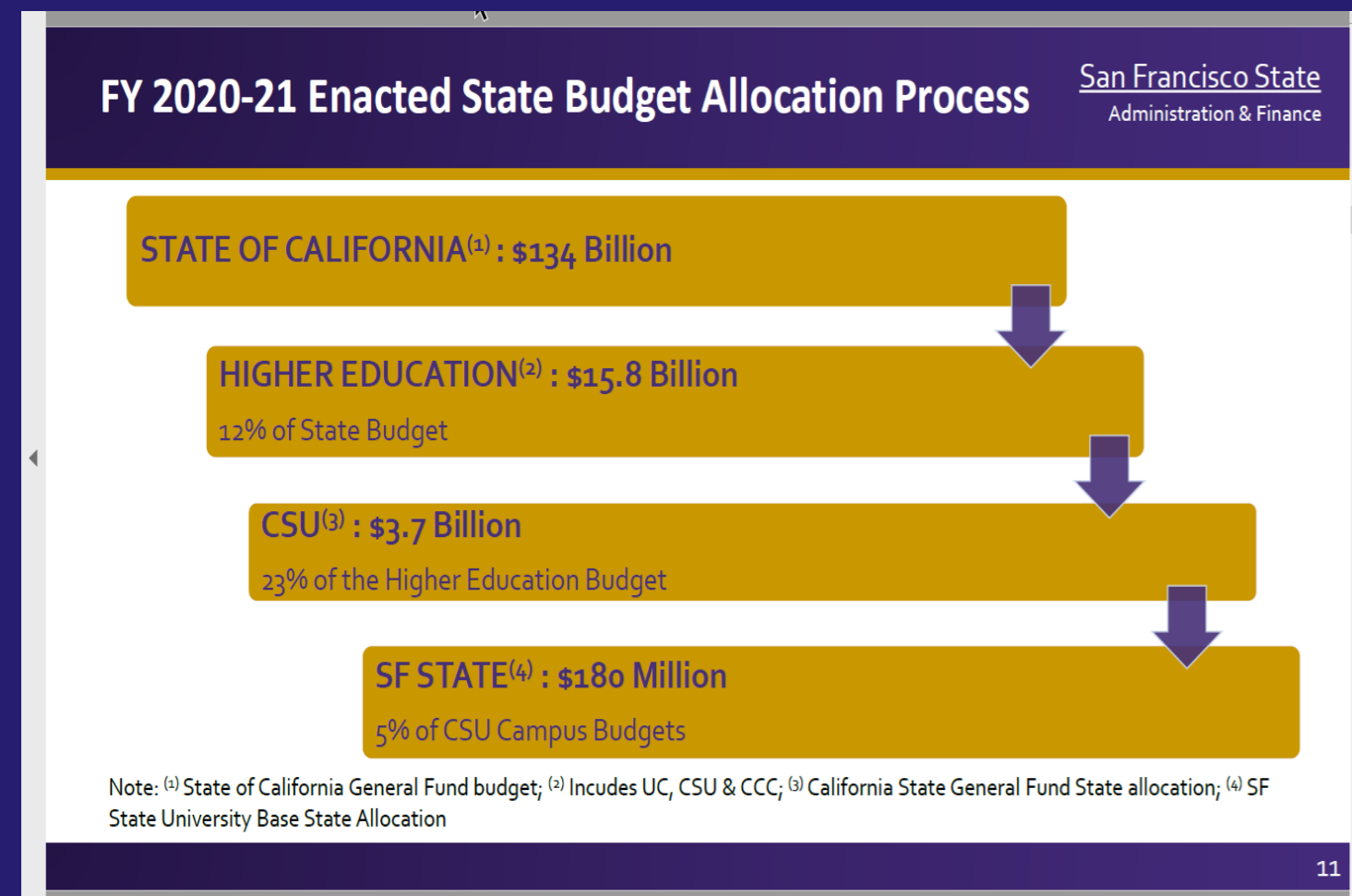
Sierra-Nevada field campus



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How we operate:

- ✓ We are a State agency, so our funding is supported by the State of California
- ✓ We're also funded by student tuition/fees; more students = more funding
- ✓ We are not funded by the City of San Francisco (that's City College of SF)
- ✓ Some units are "self-support", meaning, they support themselves financially:
 - College of Professional and Global Engagement
 - Housing, Dining & Conference Services
 - Parking & Transportation
- ✓ Some units are "auxiliaries", meaning they have their own Board and budget:
 - University Corporation ("UCORP")
 - Associated Students
 - SF State Foundation
- ✓ University Budget 101 can be found here: [Campus Budget Basics](#)
- ✓ Interested in more budget facts? Attend a public [budget meeting](#)

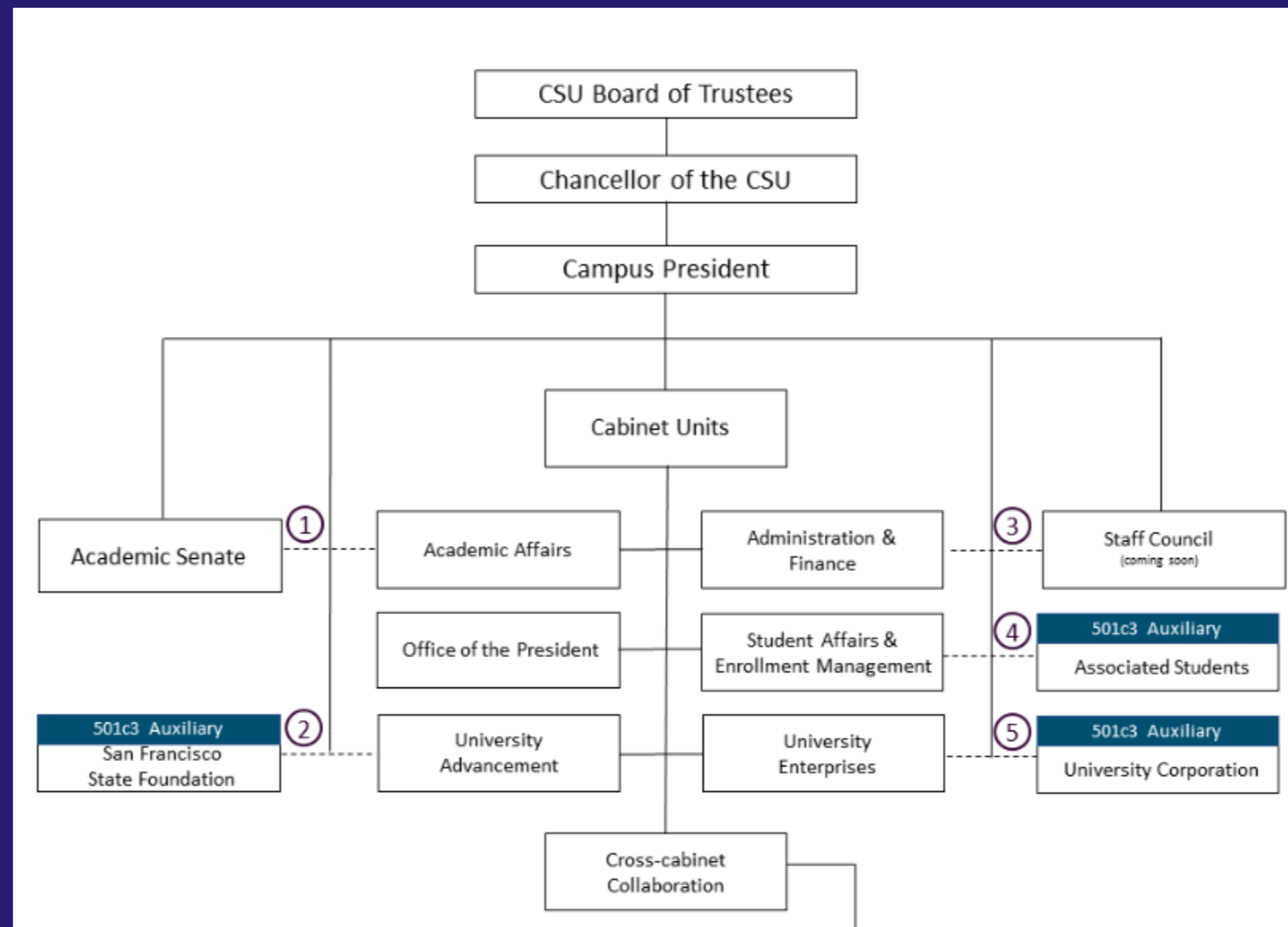




Our SF State Organizational Structure



This shows the CSU systemwide structure:
Board of Trustees, Chancellor, President, campus direct reports



Note: The CSU is currently undergoing a new Chancellor search. On Thurs, Feb. 9th, a hybrid open forum will be hosted by our campus from noon to 2 p.m. in the McKenna Theatre (Creative Arts Building), and also will be [livestreamed](#), to provide an opportunity for members of the CSU community to participate in person or virtually to share their thoughts about the qualities and experiences needed by the next CSU chancellor.



SF State Org chart: Cabinet Leadership



President Lynn Mahoney

President's Cabinet



Amy Sueyoshi
Provost and Vice President
Academic Affairs



Jeff Wilson
CFO and Vice President
Administration & Finance



Jamillah Moore
Vice President
Student Affairs & Enrollment Management



Jeff Jackanicz
Vice President
University Advancement



Jason Porth
Vice President
University Enterprises

Extended Cabinet



Ingrid C. Williams
Associate Vice President
Human Resources



Katie Lynch
Senior Associate Vice President
Enrollment Management



Noriko Lim-Tepper
Chief of Staff
President's Office



Frederick Smith
Associate Vice President
Equity & Community Inclusion



Alison Kleaver
University Counsel
President's Office



Cabinet areas:

Academic Affairs

- Academic Colleges
 - Lam Family College of Business, College of Ethnic Studies, Graduate College of Education, College of Health & Social Sciences, College of Liberal & Creative Arts, College of Science & Engineering, College of Professional & Global Education
- Graduate Studies
- J. Paul Leonard Library
- Academic Resources
- Faculty Affairs and Professional Development
- Office of Research and Sponsored Programs
- Division of Undergraduate Education & Academic Planning

Check website for a complete listing: [Academic Affairs website](#)

University Advancement

- Alumni Relations & University Engagement
- University Development
- Strategic Marketing & Communications
- Advancement Services & Operations
- [SF State Foundation](#)

Check website for a complete listing: [University Advancement website](#)

Administration & Finance

- Audit & Advisory Services
- Budget Admin. & Operations
- Business Operations
- Facilities Services
- Financial Services
- Housing, Dining, & Conf. Services
- Human Resources
- Information Technology Services
- Quality Assurance

Check website for a complete listing:
[Administration & Finance website](#)

University Enterprises

- Capital Planning, Design, and Construction
- Sustainability and Energy
- Real Estate Development
- University Corporation

Check website for a complete listing:
[University Enterprises website](#)

Student Affairs & Enrollment Management

- Enrollment Management
- Student Life
- Campus Safety
- Equity & Community Inclusion
- International Education
- Disability Access & Student Well-being
- Equity Programs and Resources
 - Title IX

Check website for a complete listing:
[Student Affairs website](#)

Office of the President

- [Government & Community & Relations](#)

Check website: [Office of the President website](#)





Our SF State Community

"The greatness of a community is most accurately measured by the compassionate actions of its members."
– Coretta Scott King





Welcome!

from your SF State colleagues

(real quotes from folks about why we work here)

- *"this is my work family; I care about them"*
- *"I love coming to our gorgeous campus and seeing all our seasons"*
- *"we have great benefits; this place takes care of me and my family"*
- *"I was a student and now as an employee, I appreciate how much employees cared about my success"*
- *"I'm so proud I was able to achieve my Masters Degree while working here"*



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Our Employees:

- **MPP**
 - Management Personnel Plan
 - managers or administrators
- **Staff**
 - Represented and confidential employees
- **Faculty**
 - Tenure-track and tenured faculty
 - Assistant professors
 - Associate professors
 - Professors
 - Lecturers

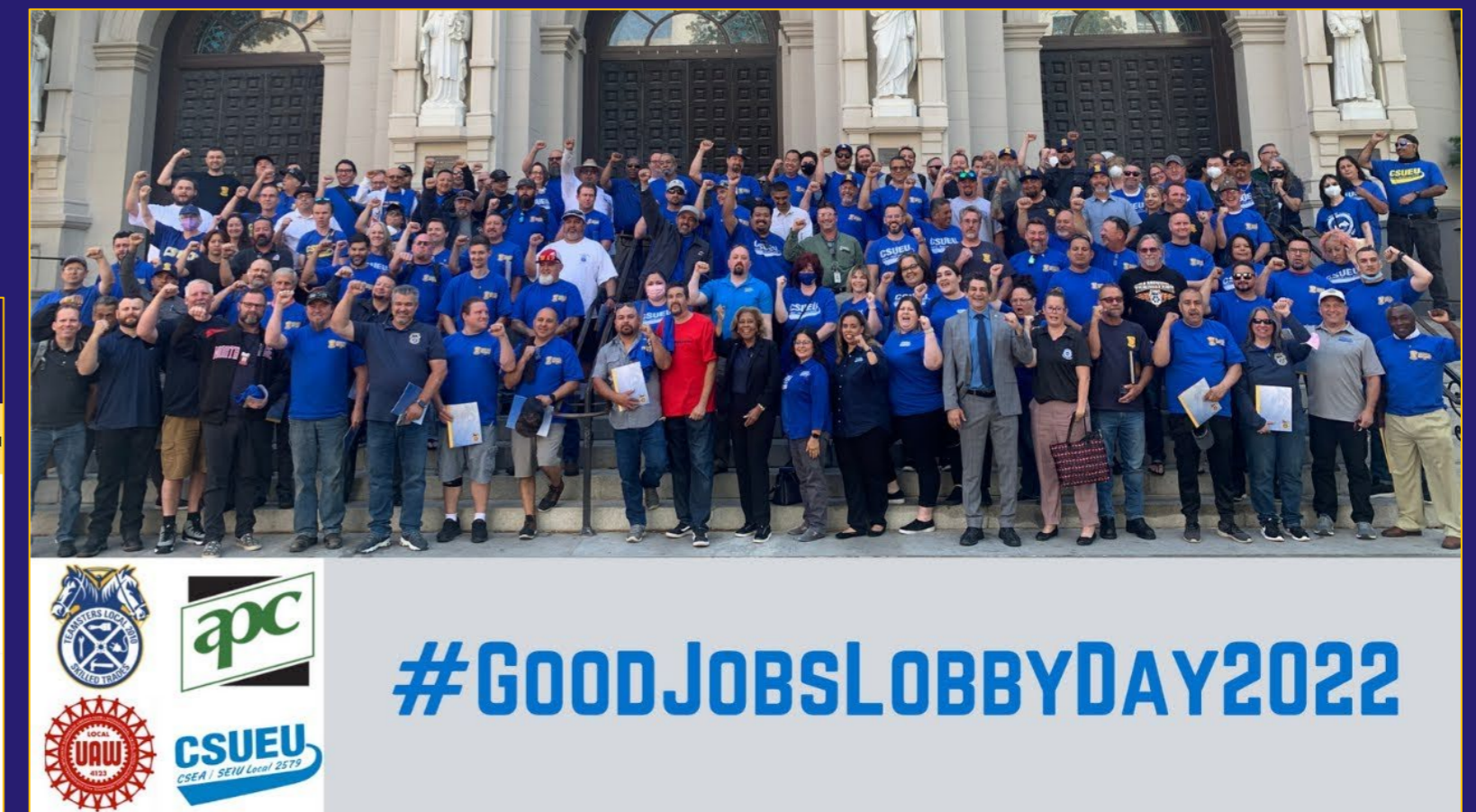


Ways we do our good work together; our shared governance partners:

- Academic Senate
- Staff Council
- University Budget Committee (UBC)
- Associated Students (AS)
- Labor Unions

“Shared governance is the cornerstone for structures and processes through which students, faculty, staff, and administrators participate in the development of policies and in decision-making that affect San Francisco State University.”

- from the campus governance page on the A&F website ([link](#)).



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Campus Labor Unions

- Academic Professionals of California (“APC”)
- California Faculty Association (“CFA”)
- California State University Employee Union (“CSUEU”)
- Statewide University Police Association (“SUPA”)
- Teamsters Local 2010
- Union of American Physicians and Dentists (“UAPD”)
- United Auto Workers (“UAW”)



Building relationships at work fuels the workday and feeds the soul.

These ideas will get you meeting folks around campus:

- Attend an event or volunteer at one – annual events include:
 - Resident Student Move-In (August)
 - Welcome Back/University Opening (Fall/Spring)
 - Discover SF State (October)
 - President's Winter Celebration (December)
 - Explore SF State (April)
 - Commencement (May)
- Ways you can participate with others:
 - Help read scholarship applications
 - Help make phone calls to students during enrollment campaigns
 - 5K Walk, Run & Roll (typically Spring)
 - Alcademics hosts occasional wine tastings
- Other way to get to know folks on campus
 - Monthly Staff Forums
 - Monthly Leadership Forums
 - Social Media
 - Employee Resource Groups (Human Resources website)



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Our SF State 19th Ave. Campus

Here's where you fit right in!



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Get to know your workplace - Caesar Chavez Student Center ("CCSC")

- SF State bookstore (pick up some Gator swag!)
- Visit the top deck of the ship!
- Enjoy great food on the first floor, ground floor and outside at the back
- ATMs include Chase, BOFA, Wells Fargo (Union Bank ATM is in the Village)
- University Club (not open yet – someday soon)
- Ctl-P, our campus print shop for business cards, flyers, posters, brochures, etc.
- Jack Adams Hall on the top floor is a large event room
- Our student food pantry, "Gator Groceries" is on the ground floor



Outdoor campus locations to enjoy the sun and fog...

- The Quad
- Cox Stadium
- Fine Arts Building deck
- Nasser Plaza (must share chips with Ali)
- Garden of Remembrance
- Courtyard inside HUM
- Courtyard inside/outside HSS
- Centennial Plaza outside Café Rosso
- Concrete tables behind the Library/Holloway side
- The garden outside Marcus Hall
- Manzanita Square outdoor patio



Other campus good-to-know spots: see if you can find them all!

- Walk the campus self-guided tour with this map: [Self-guided Tour](#)
- Get your new ID at the SSB
- McKenna Theatre - catch a show!
- Attend a film screening at the Coppola Theatre
- Look at the stars at the campus planetarium
- Consider childcare at the Children's Campus
- Climb the wall at the Mashouf Wellness Center
- Borrow a book or find some quiet space at the Library
- Check your genealogy at the Sutro Library
- Search for your lost item at UPD
- Have a fancy lunch at the Vista Room
- Join a group walk with FitPlus (or take a swim at the pool)
- Enjoy art at the Fine Arts Gallery, Global Museum or the CCSC Student gallery
- Eat all-you-can-eat at the "City Eats" Dining Center
- Take a selfie at the SF State "pillar"
- Contemplate the public art on campus
- Exorcise your laptop ghost at the ITS Help Desk
- Shop at the Farmers Market (typically Thursdays at Centennial Plaza during the academic year)



Caring, by Aristides Demetrios
These dual, twisting columns emerge as you make your way downhill from the 19th Avenue/Holloway campus gate through the shade-filled path to the Quad. As you leave campus, they point us toward the sky and a future filled with hope.





SF State resides in one of the United States' most sustainable-friendly cities, where recycling, composting and landfill-waste reduction are among our highest priorities.

We partner with the City & County of San Francisco to reach their Zero Waste goals. More can be found here: sfenvironment.org/zero-waste

As a new employee, we ask you to partner with us as a sustainably-minded campus community member.



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What can I do in the office to support our campus sustainability efforts?

- Don't print when possible. Print double-sided when needed
- In general, don't waste paper or valuable resources (share if possible)
- Conserve water: report leaking sinks or running toilets to Facilities
- Place your food waste in the right place; sort it properly, reuse a mug, bring in your own utensils and reusable food storage containers
- Turn off lights, heaters, fans, equipment, electrical off when you leave the office; save energy!
- Close windows when you leave the office; it'll be warmer in the morning if heat doesn't escape
- When possible, commute to campus via public transit or carpool
- Participate in sustainability efforts
- Share your love of sustainability with your colleagues, our students, your family
- You can use Recology's ["What Bin"](#) game to find out where everything goes





SF State
Resources available to you



Getting the work done: tools you'll find useful

- **Gateway:** your employee entry point online: gateway.sfsu.edu/
- **2FA/SSO/Duo:** A Single Sign-On to protect our information; download
- **Avaya:** Our landlines are now on our laptops
- **Zoom:** Great for formal meetings, etc.
- **Teams:** Great for impromptu communication, questions, conversations, meetings
- **DocuSign:** to get the forms and signatures you need to complete your work
- **Meeting rooms/event spaces:** Campus has a variety of rooms you can use
- **Sustainability:** support sustainable efforts across campus
- **Ergo: Request** an ergonomic assessment to accommodate your workspace
- **Qualtrics:** useful for surveys, event RSVPs, etc.
- **Box:** for your digital document storage
- **CSULearn:** Keep learning online, at your own pace with hundreds of topics
- **Campus mail:** internal, external and receiving packages. Check how your office receives mail.
- **Your ID card:** order online or stop by the SSB One-Card
- **Parking permit:** Permitted parking is available at Lot 19, our main garage
- **Campus shuttle:** call for assistance getting across campus or late-night walks to the parking lot



Human Resources provides services to all employees in the University. These services include, but are not limited to:

- Benefits, Leaves and Retirement Services
- Compensation and Classification
- Employee & Labor Relations
- Employment Services
- Human Resources Information Systems (“HRIS”)
- Payroll
- Performance Management
- Professional Development
- Whistleblower & Compliance



SF State's employee benefits, for you and your family:

We can't say it enough: working at SF State has amazing benefits!

- Affordable health, dental and vision; a choice of many plans
- A pension program
- Additional savings opportunities via Fidelity and other financial partners
- Nationwide Pet insurance at a discounted rate
- Various leave options when needed
- An Employee Assistance Program which supports free counseling visits and other wellness priorities
- Education discount; a tuition/fee waiver for you or your family to use at any CSU campus
- Childcare available on-campus (19th Ave. campus)
- On-site parking (deducted pre-tax from payroll) and access to public transit options (19th Ave. campus)
- On-site health and wellness facilities (19th Ave. campus)
- A gorgeous campus with acres of calming greenspace, with Lake Merced just across the street (19th Ave. campus)
- Close proximity to Stonestown Galleria Mall, with a Trader Joe's, Target, WholeFoods and more (19th Ave. campus)
- You interact with students excited to learn and plan for their future
- Truly great colleagues, like yourself



Finding support when you need it: Employee Assistance Program

Our Employee Assistance Program (“EAP”) can assist with the following services, all free for you to use:

- Counseling; you and your eligible family may receive up to eight free sessions with a licensed therapist to assist you in resolving issues related to:
 - Stress and mental anguish
 - Family difficulties
 - Depression and Anxiety
 - Chemical dependency and substance abuse
 - Crisis situations such as the sudden loss of a loved one
 - Any other personal or family concern
- Unlimited Work/Life Resources and Referrals
 - Childcare providers
 - Eldercare resources, providers, and programs
 - Health and wellness resources
 - Financial Consulting
- EAP will connect you with a certified financial counselor for free assistance related to:
 - Personal budgeting
 - Retirement investment planning (403b, 457, 401k guidance)
 - Mortgages
 - Loans
 - Debt management and/or consolidation
 - Saving for college
 - Legal Consulting
- Speak with an attorney for free advice related to:
 - Consumer law
 - Traffic citations
 - Family law
 - Estate Planning
 - Other personal legal issues



Safety On Campus

- [University Police Department \(UPD\)](#)
 - also offers a courtesy campus shuttle
- [Office of Emergency Services](#)
 - [Clery Compliance](#)
 - Emergency Notification sign-up procedures: [Emergency Notification System \(sfsu.edu\)](#)
- [Environment, Health & Safety](#)
- [Enterprise Risk Management](#)

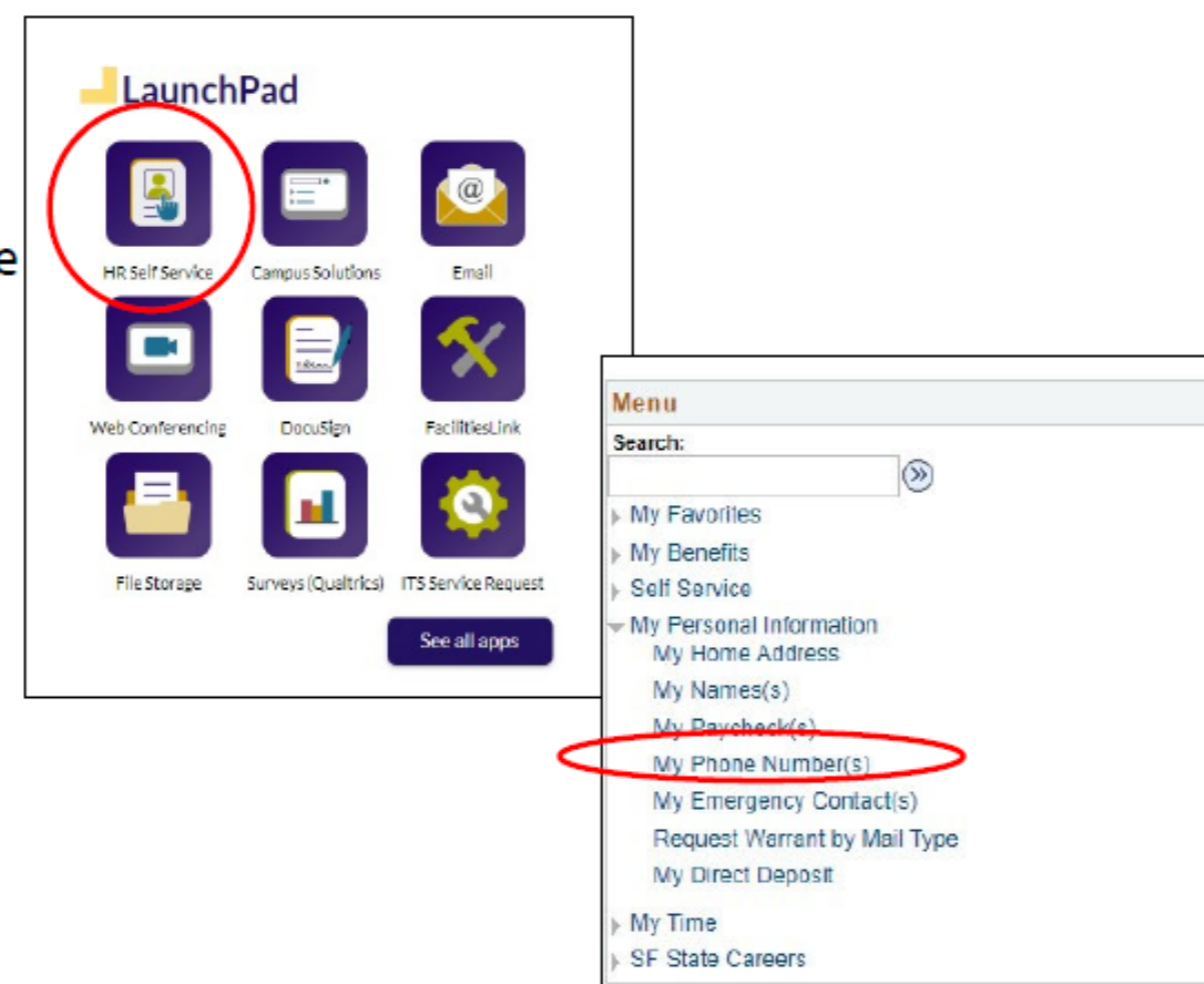


Update your Info!

San Francisco State
Administration & Finance

Staff & Faculty

- 1) Log into SFSU Gateway or open app – gateway.sfsu.edu
- 2) Under LaunchPad, select HR Self Service
- 3) Select My Personal Information
- 4) Select My Phone Number(s)
- 5) Input your cell phone and select 'Preferred' in order to receive notifications to that phone number
- 6) (While you're at it, update your Emergency Contacts!)



Make sure to sign up for cell phone alerts, which can include notice of campus power outages or other urgent events.



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Outreach Services:

Human Resources: The [Office of Human Resources](#) serves as the central office for coordinating all employment-related matters for the University. From recruitment to retirement and everything in between, HR impacts the personal and professional lives of faculty and staff in meaningful and significant ways. HR offers a range of services that support faculty and staff. These services also extend beyond the workplace with programs such as the Employee Assistance Program.

Faculty Affairs & Professional Development: The [Office of Faculty Affairs & Professional Development](#) is the primary resource on campus for matters related to the professional life and development of faculty. The team in Faculty Affairs is prepared to serve as a first-stop resource for questions ranging from day-to-day employment processes to more complex personnel issues.

Labor Unions: Most University employees are affiliated with one of the [labor unions on campus](#) and their employment is governed by a related collective bargaining agreement. Unions offer a range of resources to our employees.

Bias Incident Education Team: SF State fiercely believes in the value of education. Learning is at the core of all we do. With that, we want to reintroduce our community of the [Bias Incident Education Team](#) (BIET). This team is an important part of campus climate work at SF State, and they work tirelessly for every Gator to have a safe learning, living, and working environment. BIET's role is educational. Their goal is to provide educational awareness and assist campus community members with strategies that empower them to address bias incidents they encounter observe.

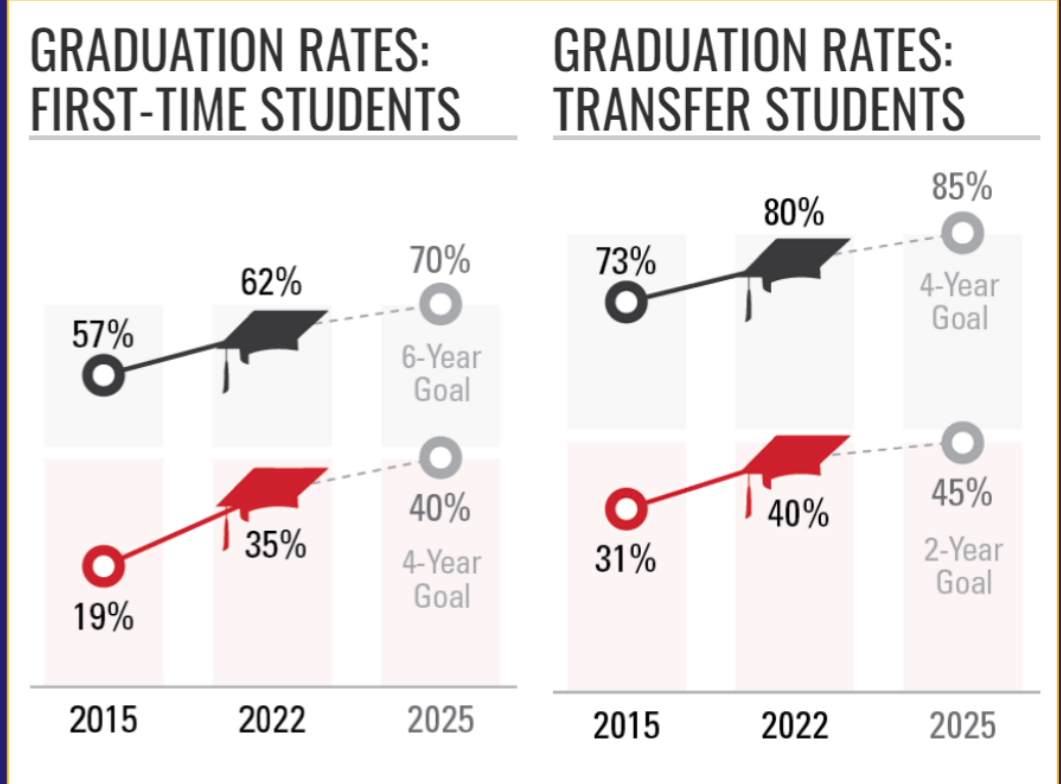
University Ombuds: The [University Ombuds](#) is an advocate for procedural fairness who supports the integrity of the campus policies and procedures and ensures the equity of their application. The Ombuds provides a neutral, confidential, and informal place to discuss a concern with the assurance that no action will be taken, nor will the visit be disclosed to anyone, without consent. The office is open to all members of the SF State community.

Title IX Reporting: SF State is committed to maintaining an inclusive and equitable community that values diversity and fosters mutual respect. All students and all employees have the right to participate fully in CSU programs, activities, and employment free from discrimination, harassment, sexual misconduct, sexual exploitation, dating violence, domestic violence, stalking, and retaliation. SF State's [Equity Programs and Compliance](#) office is here to support our community. You can learn more or report an incident by visiting their website.



Campus Initiatives we're working on together:

- 2023 Strategic Plan – shown on next page (planning.sfsu.edu)
- MyStory campaign (mystory.sfsu.edu)
- CSU initiative: Student Success Graduation Initiatives (“SSGI”)
- New campus buildings coming soon
 - New Science building (along 19th Ave., north campus)
 - New affordable student housing (along West Campus Green, south campus)
- New advising one-stop center in the ADM building, opening Feb. 2023
- Improving our Learning Management Systems; moving from iLearn to Canvas
- Enrolling and admitting more students



Our Mission

San Francisco State University educates and equips students to thrive in a global society. We deliver academic excellence by pursuing knowledge, inspiring creativity, supporting our diverse community and advancing social justice and positive change in the world.



Our Vision

San Francisco State University aspires to be a great place to learn, teach, work, create and innovate. We will be a leader among public universities in advancing transformative change locally and globally.



Our Strategic Priorities

- 1. Our Commitment: Educational Equity and Student Success**
We strive to provide every student with transformative educational experiences that support their academic and future success.
- 2. Working with Purpose and Passion: An Improved Employee Experience**
We strive to make our university a great place to work where everyone can meaningfully contribute to the success of our students and the SF State community.
- 3. SF State: Your University, Our University, One University**
We strive to foster an inclusive community where all members – students, alumni, staff, faculty and administrators – are welcomed and valued.
- 4. The Academic Edge: Relevant Education and Pathways to Success**
We strive to ensure holistic student learning that reflects our commitment to social justice, integrates liberal and professional education, and leads to rewarding careers.
- 5. Fiscal Sustainability: Transparency, Literacy and Shared Objectives**
We strive to thoughtfully manage our resources and make strategic investments to implement a resilient, forward-looking financial model.
- 6. An Engaged Community Partner: A Leading Force for Good in the Bay Area**
We strive to serve our communities by building strategic collaborations with a broad range of Bay Area partners and by modeling environmentally sustainable practices in the university's operations.

Our Values



LEARNING, CREATIVITY AND EXPLORATION



INCLUSION AND BELONGING



EQUITY AND JUSTICE



LOCAL AND GLOBAL ENGAGEMENT



EMPOWERMENT AND TRANSFORMATION



Campus Communications

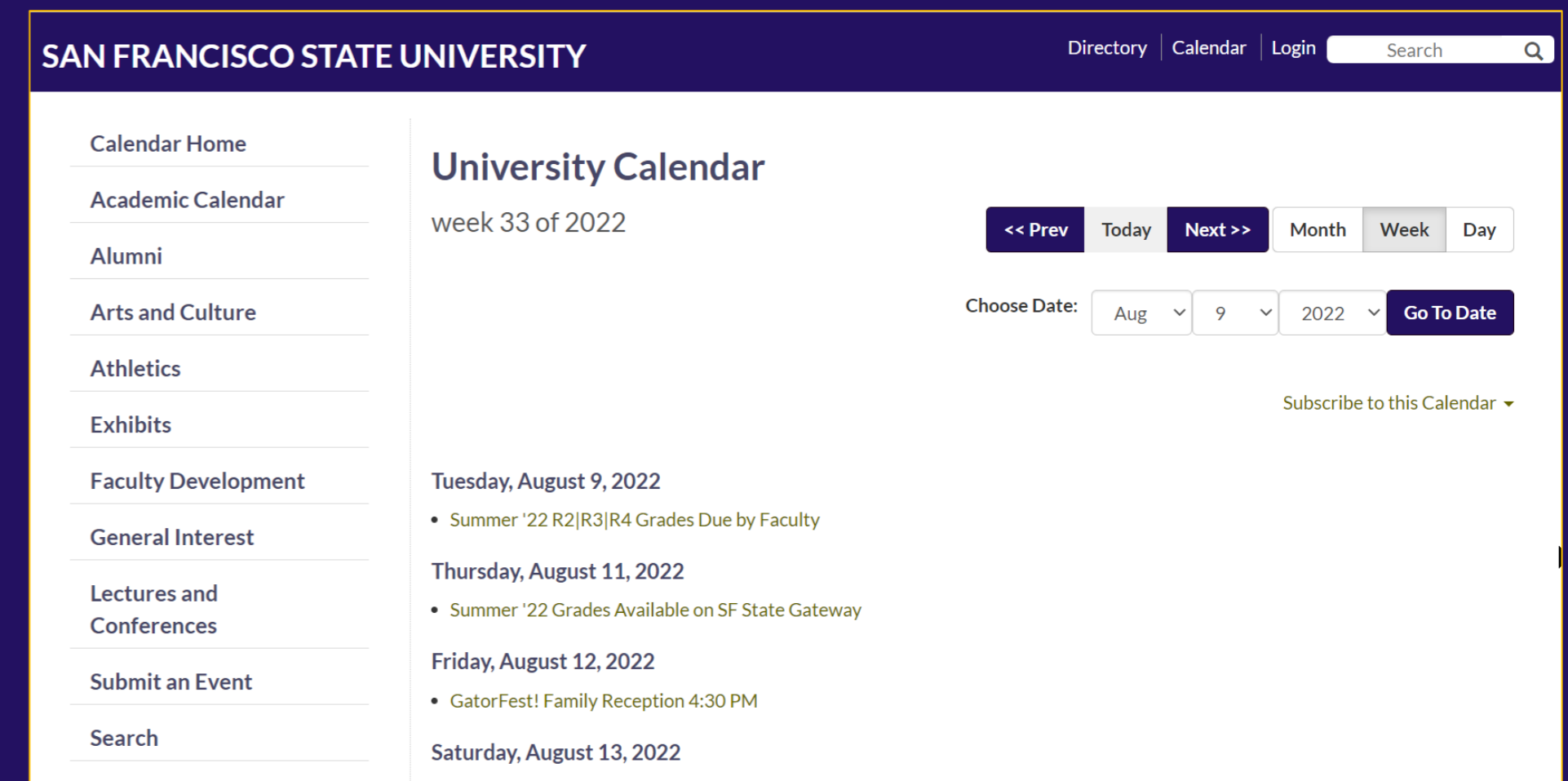
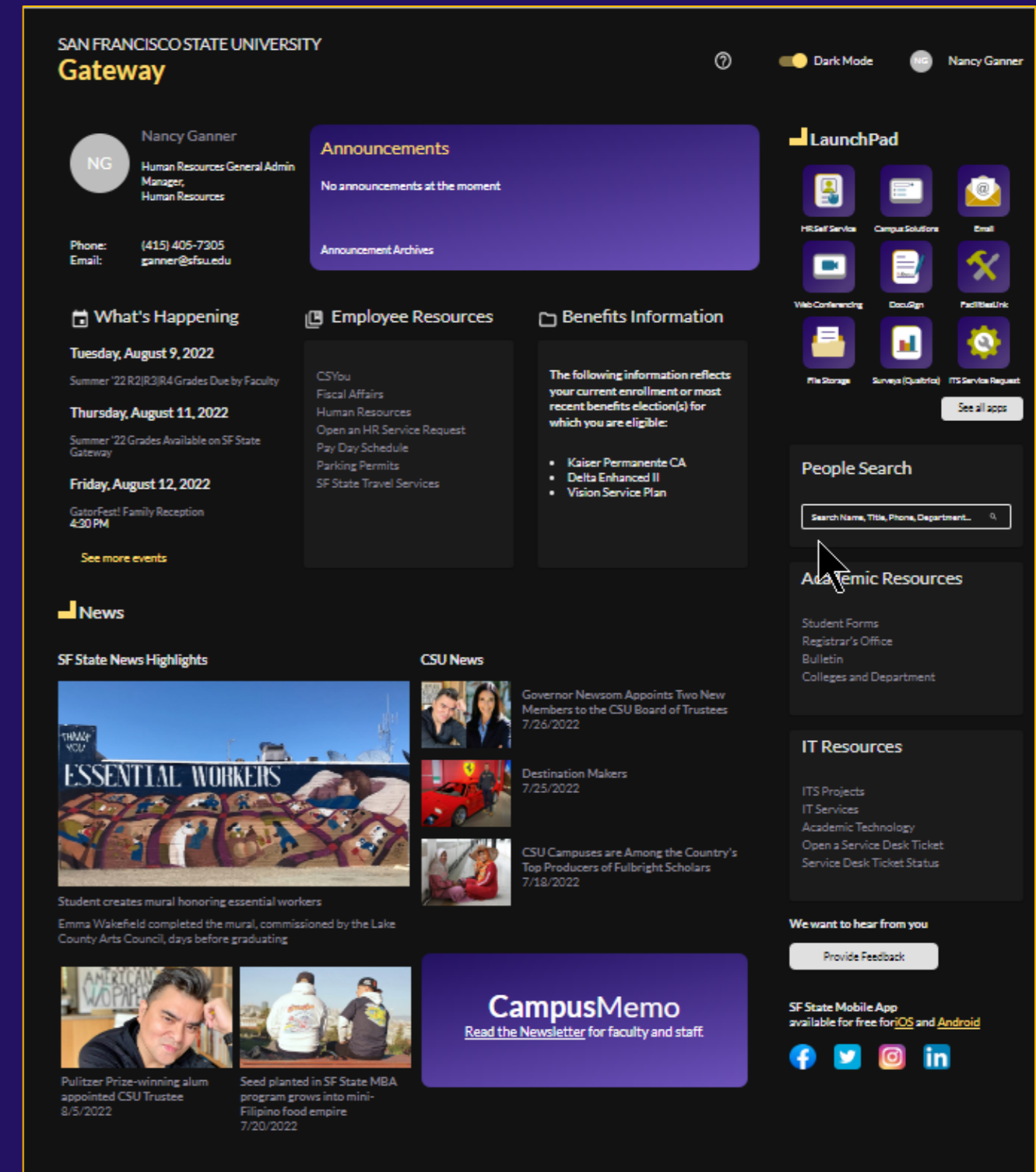
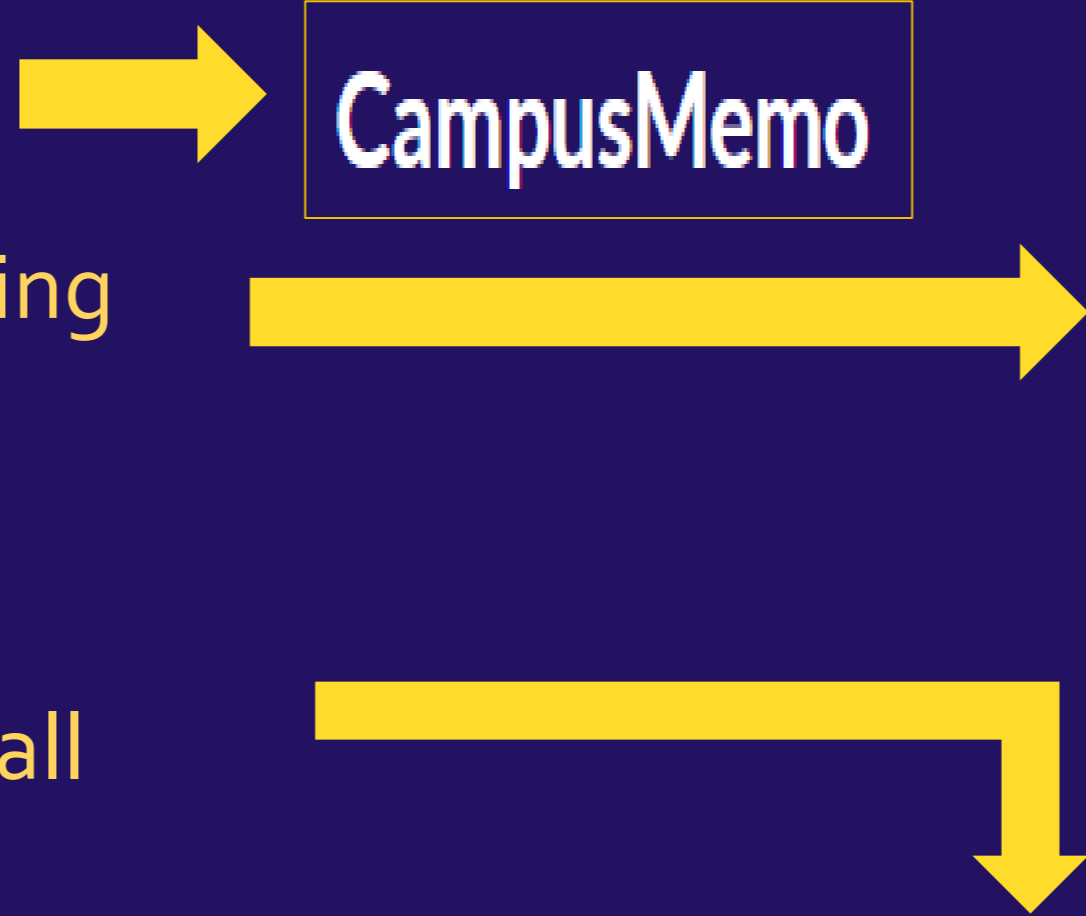
Find out what's going on – stay in the know



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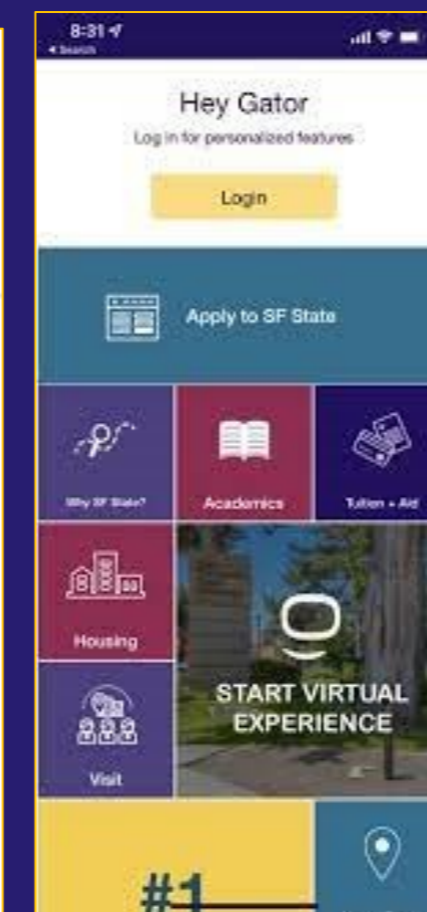
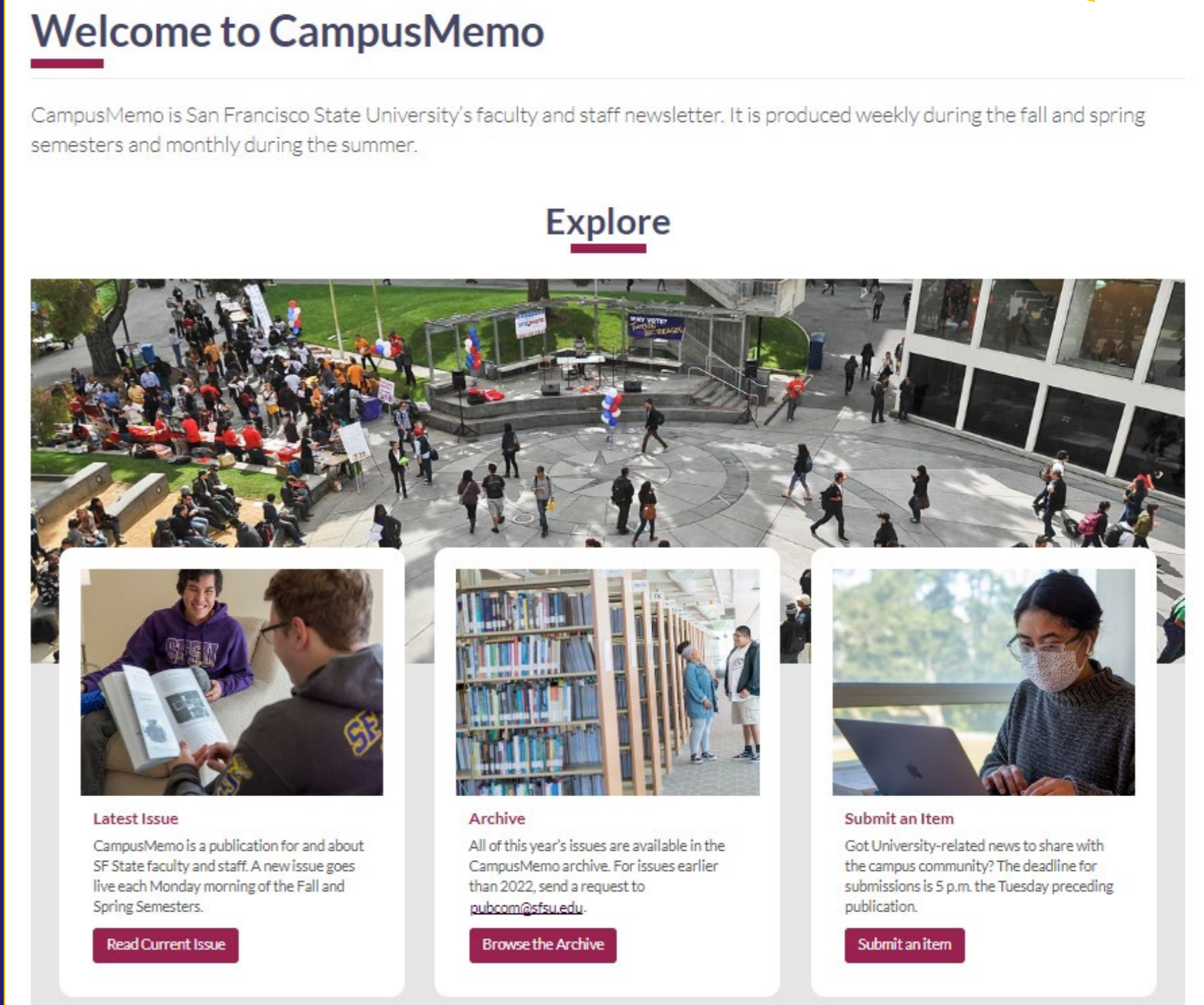
Ways to stay in-the-know across campus:

- Read CampusMemo
 - this is our campus newsletter for ALL employees, and it drops into your email every Monday. Read it!
- Go to your Gateway to see what's happening
 - Its not just for sign-in anymore
- Check out the University Calendar
 - lots of interesting lectures/events for all
- Attend monthly Staff or Leadership Forums
 - once a month with info you need-to-know
- Follow SF State on Twitter, Instagram, Facebook, etc.
 - Our Social Media Directory lists all departments social media



Other communication avenues:

- CampusMemo
- College newsletters online (per college, not all have them)
- Golden Gate Xpress newspaper and Xpress magazine (our student press)
- SF State magazine
- CSU Leader digital newsletter
- SF State mobile app
- Communications from your union (if represented)





Why we're here

It takes a village to help graduate our future global citizens and leaders



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Welcome! from our students



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Our Students

Come from a wide range of locations across the country (mostly SoCal) and International Students

Might live on campus (core campus and the surrounds) or off-campus on their own, and are involved in many activities around the city

Can work in our departments as Students Assistants or Work-Study (via Financial Aid) or Graduate Teaching Assistants in classrooms

Are from all walks of life, all places, all ethnicities, all socio-economic backgrounds, and are all pursuing their futures together





At the end of the day, our shared goal is to provide a first-class university education to our students, who live and learn on this beautiful campus in this world-renowned city of San Francisco.

We're here to provide the support for our students to succeed.
This goal unites all of us in community~

On behalf of all of us at SF State, **welcome!**

- We will now pass you to your bargaining unit representatives (if you're represented staff in CSUEU or APC)
- **This Friday, Feb. 3rd at 12:00PM**, please join me at the "Caring" statue in front of the Administration building for an informal chat or coffee walk.
- Please feel free to reach out with any questions:
Nancy Ganner, Human Resources Project Manager
Teams: [Chat with me](#) on Microsoft Teams
Email: ganner@sfsu.edu

