

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

Balancing the Restoration of Faculty Ranks with MPP and Staff Hiring

RES 192017

EC

RESOLVED: That the Academic Senate recommend a hiring freeze during the current slowdown, for any expansionary MPP and Staff hires, unless accompanied by a equivalent or greater number of expansionary Tenured/Tenure-Track (T/TT) Faculty hires; and be if further resolved

That the Academic Senate request that the President or representative discuss the need for any expansionary MPP positions with the Academic Senate Executive Committee prior to final authorization of the positions.

RATIONALE: Over the decade 2009-2018 tenure density (TD) at CSUB has declined from 66.8% to 53.3% (a decrease of 20%), while tenure density in the CSU system has declined by 16% during the same time period. Following the Great Recession, additional T/TT faculty lines were not allocated at the needed rate to maintain CSUB's TD at the system-wide rate. Coming out of the current economic shutdown, it is vital that the same not be repeated, leading to increasing the TD gap between CSUB and the CSU system.

Pursuant to resolutions 171809 and 181913, the current resolution discourages expansionary hires of either MPP or Staff positions, without accompanying Tenured/Tenure-Track (T/TT) Faculty lines, including Counsellors and Librarians, at a level to equal or exceed the combined MPP and Staff expansionary hires. During the past decade, the campus saw an increase in MPP Administrator positions of approximately 52%, while permanent and temporary staff positions increased by approximately 18%. Finally, during the same period, Full Time Equivalent Students (FTES) increased by approximately 31%. While there has been an increase in total number Full Time Equivalent Faculty (FTEF) of 44%, most of this increase is due to the number of full-time equivalent lecturers (102% increase), leading to the previously stated decline in tenure density. At the system level, total FTEF has increased by 18%, while the number of FTE lecturers has increased by 60%.

T/TT faculty members fill vital roles beyond teaching in the classroom, such as advising and mentoring students, conducting research, managing curriculum, and serving on university committees. These roles are critical to supporting the mission of the university and they cannot be adequately

completed without a commitment to tenure density. In order to stem this decline in tenure density and to further the mission of the university, it is imperative that any available extra funds be put towards increasing tenure density before expanding MPP and/or Staff positions

Distribution List:

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Approved by the Senate April 30, 2020

Sent to the President May 8, 2020