
Resolution on Faculty Concerns Expressed in September 2, 2009, All Faculty Senate Meeting

WHEREAS, The Executive Committee of the CSUSM Academic Senate met with the Academic Affairs Leadership Council (AALC) over several weeks during the summer of 2009; and

WHEREAS, The Academic Senate EC was informed at a joint meeting of the EC and AALC on August 5, 2009 of the "conclusion" reached by a top management group of Academic Affairs that implementing a four course teaching load (4:4) in Spring 2010 would be necessary to address the budget shortfall; and

WHEREAS, This revelation generated grave concerns on the part of the EC and CSUSM faculty resulting in the scheduling of an all faculty Senate meeting on September 2, 2009; and

WHEREAS, The following issues relating to the 4:4 "conclusion" were expressed by faculty, staff and a student at that Senate meeting:

- The teacher/scholar model is central to the very essence of what CSUSM is as a university; and
- The announcement of this "conclusion" without consultation with the Senate and faculty is a blow to shared governance on our campus; and
- The manner in which the 4:4 "conclusion" was presented constitutes a breach of trust on the part of the Administration and threatens to cause some faculty to question their decision to join CSUSM; and
- The faculty has been subjected to furloughs, layoffs, and denial of negotiated pay increases; and
- The Administration has proposed a 33% increase in instructional workload at the expense of other faculty responsibilities in research, creative activity, shared governance, and service; and
- The agreement between the CSU and CFA regarding furloughs requires workload decreases and forbids workload increases; and
- The possible imposition of a 4:4 workload comes up about every five years or when a budget crisis occurs; and
- Downturns in the traditional economic cycles are accompanied by increased demand for higher education; and
- The CSU is critical to a well educated citizenry and workforce in California; and
- Collaborative research projects are sources of revenue for the University and a primary vehicle for public/county recognition of the quality of this institution; and
- Faculty need the time and freedom to pursue grants to add revenue; and
- CSUSM meets the FTES goals established by the Chancellor's Office and has absorbed over enrollment for several years; and
- The CSUSM faculty remain dedicated to the uniqueness of the educational traditions at CSUSM, and the 4:4 proposal will dangerously erode both the uniqueness and rigor of that curriculum; and
- According to section 20.3.b. of the CBA, special consideration is to be given to prior practices of the university, graduate teaching, and class size in calculating WTUs; and
- CSUSM faculty teach larger classes and carry a greater service burden due to a shortage of tenure-track faculty, and
- There is concern about the adequacy of efforts to control over enrollment; and
- WASC recently reaccredited CSUSM based on our mission which would need to be modified if the 4:4 workload was implemented as it signifies an exclusive teaching mission; now, therefore, be it

RESOLVED, That, in light of the above concerns/issues, the CSUSM Academic Senate urges the President and Provost to remove the 4:4 workload from consideration and work with the Academic Senate and faculty to find constructive alternatives to solving the budget shortfall within Academic Affairs and across the campus for 2009-10 and 2010-2011.