

Resolved: The Academic Senate of California State University, Fullerton reaffirms its support of President Gordon's Initiative to conduct five years of faculty hiring with 100 searches each academic year resulting in a net gain of approximately 80 new hires annually.

Rationale:

- a. We have been successful to date with a yield of 80-85 new colleagues @ year;
- b. Our % of tenure /tenure track faculty of FTEF has not reached 60% in the recent past and is forecast going to 61.5% IF the 100 searches and their yield continue(see green sheets);
- c. Departments/programs with poor ratios of tenure/tenure track faculty to allocation are unable to provide quality advisement, range of curriculum, a decent % of "terminally degreed" in the class room, etc;(see
- d. We are in the midst of this cycle and many departments/programs are interviewing, doing reference checks, awaiting administrative approval of hirings, etc.; "going slow' likely will result in the loss of candidates to other campuses; some departments have historically used professional conferences that just recently concluded to do interviews and they are "late" in the process through no fault of their own;
- e. In fall 2004(see blue sheet) we, unlike many other comparable campuses(e.g., LB, CSUN, SF, SD) engaged in a budgetary strategy that reduced dramatically the number of searches. As a result, it has taken, in essence, the last 2 years of the President's Initiative to regain this lost ground;
- f. Recruitment of a quality faculty must be our #1 priority as we prepare for WASC and specialized accreditations;
- g. CSUF has led the system in growth and access. The Academic Senate, on behalf of the students, has supported the growth by agreeing to an increase in our enrollment cap. It behooves responsible parties to respond in kind by providing the tenure track faculty to serve this growth;
- h. Any significant movement from the 100 searches takes us back to the 2004 scenario and its attendant implications for CSUF(see green sheets);
- i. Any across the board cuts in searches while simple and easy are not attentive to the various stages the searches are in and unique program needs;
- j. Departments that have managed effectively and have carry forward money from this academic year should be credited with this as part of their "paying to the crisis" and not having a search jeopardized instead;
- k. When faculty retire, they are typically replaced with less costly new faculty. These savings should count towards the financing of the searches and replacements rather than being swept up in an "all-University " response to the budget crisis;
- l. New faculty are needed to staff and grow graduate programs, some of our most costly activities on campus. Without new faculty, it makes eminent sense to cancel graduate admissions;
- m. Under the President's Initiative, we have been successful in increasingly diversifying our faculty. This momentum must no be lost.

Source: Submitted by J. Bedell on behalf of the Executive Committee, January 31, 2008
 Approved by the Academic Senate January 31, 2008