

**Academic Senate Resolution on 2007-08 Faculty Searches/Hires**

Resolved: The Academic Senate California State University, Fullerton (AS-CSUF) concurs with the recommendation from PRBC dated 2-4-08 that current faculty searches proceed without further delay; and be it further

Resolved: The AS-CSUF strongly urges that a minimum of 60 tenure-track faculty positions be filled this year; and be it further

Resolved: The AS-CSUF continues to support President Gordon's initiative to conduct five years of faculty hiring with 100 searches each academic year resulting in a net gain of 80 new hires annually. As recommended by PRBC, should the budget situation improve, the number of faculty hires this year should increase above 60.

Rationale: As shown in Figure 1, over the past two years the faculty hiring initiative has produced visible progress toward rebuilding the tenured-tenure-track faculty. Although the percentage of faculty positions comprised of tenure/tenure-track faculty improved from 56% to 58% over the past two years, the shortage of permanent faculty is still severe. Additionally, several departments continue to have low ratios of permanent faculty (see Figure 2). To make progress, the campus needs to continue hiring greater numbers of faculty than it loses. Over the past five years, attrition has averaged 40 faculty per year.

Source: Academic Senate Executive Committee  
Approved unanimously by the Academic Senate 2-14-08