

**Senate Executive Committee, California State University, Fullerton  
Resolution in Support of 100 TT/T Faculty Searches this Year**

Resolved: that the Executive Committee, on behalf of the Academic Senate of CSUF, strongly reaffirms its commitment to continuing with the 100 faculty searches for the 2009-2010 academic year.

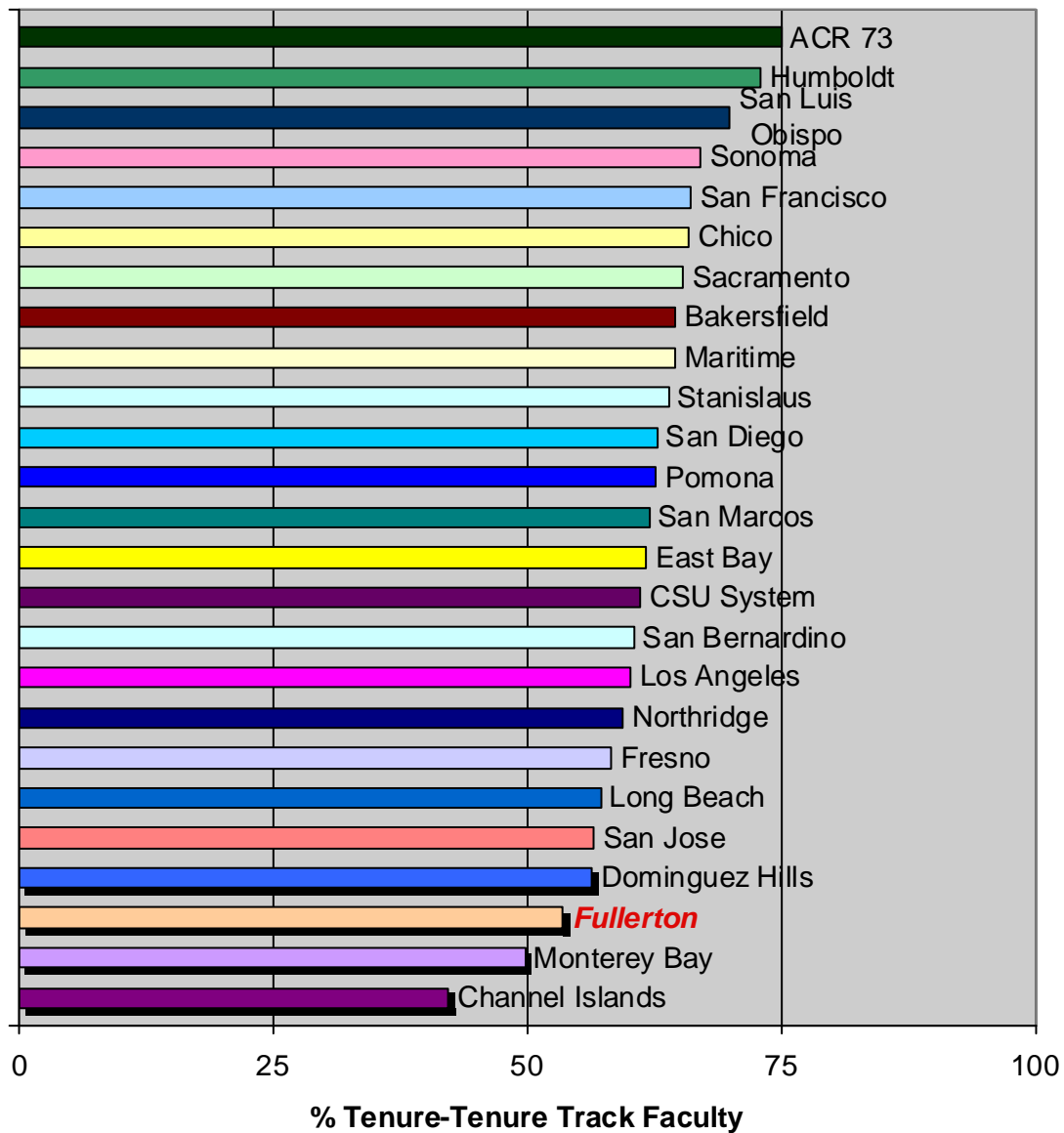
Rationale: CSUF has had for years one of the worst percentages of tenured faculty in the CSU. The following comparative data illustrate the gravity of the CSUF situation:

- The first table below (from the Chancellor's Office) shows that, as of Fall 2007, CSUF had the third lowest percentage of tenure track/tenured faculty relative to FTEF in the CSU system.
- The second and third tables below (from the Office of Institutional Research & Analytical Studies) show that even though we have been doing 100 searches for several years, the percentage of tenure track/tenured faculty reached its lowest level in the 2007-2008 due to the increased growth in FTEF.
- CSUF hired 59 tenure track/tenured faculty for 2008-2009, down from the previous years of the 100 searches per year program. In addition, the net gain in tenure-track faculty was only 19.5 faculty due to 39.5 faculty losses.

We have no university if there are no classes and faculty to teach them. We approach WASC accreditation with faculty numbers that are likely to be of concern to this accrediting body. To terminate the 100 search program only exacerbates our situation. Tenure track faculty are key to not only the class room but to graduate and undergraduate advisement, campus governance, department and university committees, linking to our service area, fulfilling the research mission of a large public university, and providing external funding for the campus.

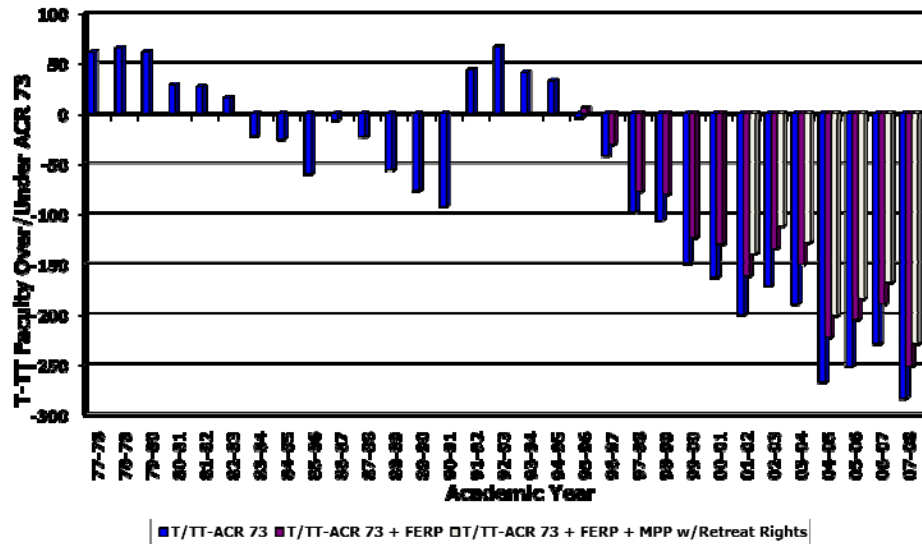
Given the hiring decline around the country, CSUF stands to be able to take advantage of rich applicant pools that we may not see for years. This is an opportunity to hire the highest quality faculty and further diversify our faculty so that we more accurately reflect the students we serve. Departments are interviewing for next year and the searches are well underway. To cancel searches now is to damage our image in terms of future recruitments and even hires. In addition, if the economy does not turn around, hiring next year for August 2010 may be even less likely. Given that the Chancellor's letter is permissive when it comes to hires "essential" to the mission of the University, we should move forward now. Our students deserve the best.

### Percentage of Faculty Who Are Tenured/Tenure-Track by Campus, 2007



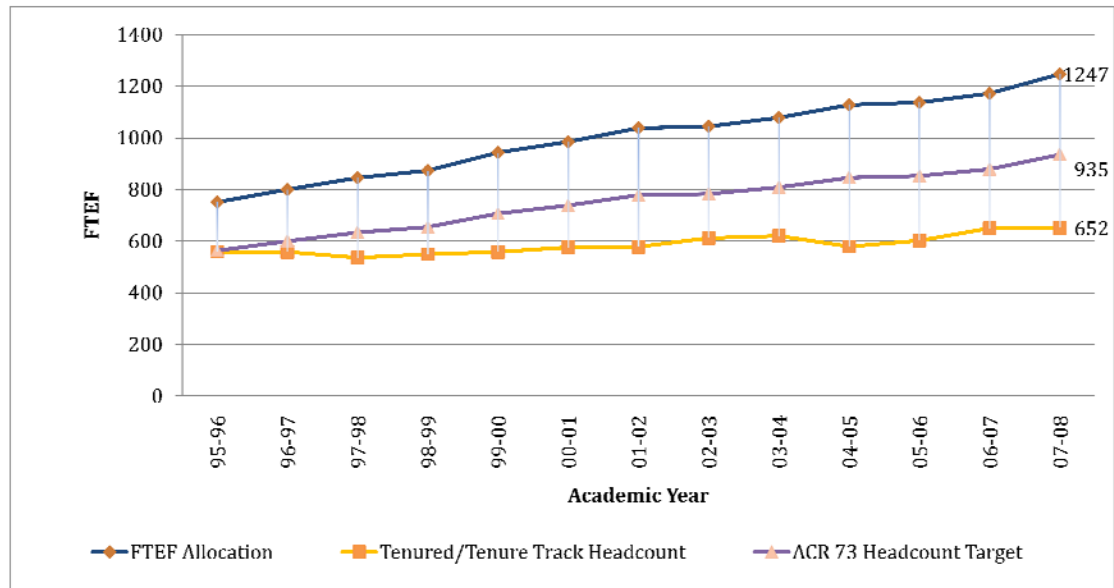
Source: [http://www.calstate.edu/hr/tenure\\_percentage.shtml](http://www.calstate.edu/hr/tenure_percentage.shtml)

**Figure 1. Cal State Fullerton  
Number of Permanent Faculty Over/Under ACR 73 Goal  
(75% Tenured-Tenure Track Faculty)**



Tenured/Tenure Track headcounts from 4.01.4 series IRAS faculty tables. Budgeted FTEF allocations growth has been greater than net growth in tenured/tenure track faculty.

**Figure 2. Cal State Fullerton  
Budgeted FTEF, ACR 73 Target, Fall Tenured/Tenure Track Headcount  
1995-96 through 2007-08**



Tenured/Tenure Track headcounts from 4.01.4 series IRAS faculty tables. Budgeted FTEF allocations growth has been greater than net growth in tenured/tenure track faculty.