

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-2780-06/FA
November 9, 2006

Monitoring and Supporting Progress in the Implementation of ACR 73

- RESOLVED: That the Academic Senate California State University (CSU) strongly affirm its commitment to the principles contained in Assembly Concurrent Resolution (ACR) No. 73, passed in September 2001; and be it further
- RESOLVED: That the Academic Senate CSU strongly urge the Board of Trustees in its consideration of the Committee on Finance Report on the 2007-2008 Support Budget give considerably greater priority to funding ACR 73; and be it further
- RESOLVED: That the Academic Senate CSU strongly urge the Chancellor and the Board of Trustees to continue to advocate aggressively with the Department of Finance, the Legislature and the Governor's Office for the additional funding necessary to implement fully the goals set forth in ACR 73 and jointly agreed upon by the ASCSU, California Faculty Association, and CSU Chancellor's Office in *A Plan to Increase the Percentage of Tenured and Tenure-Track Faculty in the California State University*; and be it further
- RESOLVED: That the Academic Senate CSU request that the Chancellor's Office strongly encourage local campuses to engage in faculty hiring practices that reflect the goals set forth in ACR 73; and be it further
- RESOLVED: That the Academic Senate CSU encourage the Chancellor's Office to provide an annual report to the Legislature, Board of Trustees, ASCSU and local campuses documenting local campus and system-wide status relative to the goals set forth in ACR 73; and be it further
- RESOLVED: That the Academic Senate CSU forward this resolution to the Board of Trustees and the Chancellor; campus Senate Chairs, Presidents, and Provosts; the President Pro Tempore of the California State Senate; and the Speaker of the California State Assembly.

RATIONALE: Although all faculty members play an important role in providing students access to high-quality educational experiences through direct instruction in the classroom or laboratory, CSU tenured and tenure-track faculty make additional significant contributions in providing student advising, program development and revision, and participation in shared governance. When the proportion of tenured and tenure-track faculty declines, the quality of these efforts also wanes and can undermine educational excellence.

In September 2001, the Legislature passed ACR 73 which, in its second resolved clause, urged the CSU Trustees, the ASCSU and the CFA to develop jointly a plan to raise the percentage of tenured and tenure-track faculty to at least 75 percent and provide for the continued improvement of faculty diversity while at the same time ensuring that no lecturers currently employed by the university lost their jobs

as a result of implementing ACR 73. ACR 73 further urged the CSU to provide a report outlining an implementation plan by May 1, 2002.

In July 2002, the CSU presented A Plan to Increase the Percentage of Tenured and Tenure-Track Faculty in the California State University to Assembly Member Virginia Strom-Martin. The Plan described an eight-year implementation process (with the 75% goal for tenure and tenure-track FTEF being realized in 2010-2011), and provided a cost analysis that included reducing the student/faculty ratio (SFR) to 18.0:1, the latter being regarded as necessary to provide the funding necessary to allow the CSU to hire more of the best candidates in the applicant pool. Cumulative costs to fund the initiative were estimated at \$101,121,000, assuming that the incremental costs for each year were fully funded. At this time, no progress toward increasing the proportion of tenured and tenure-track faculty or improving the SFR is evident. The joint plan set a goal for 2005-06 of 68% tenured/tenure-track faculty and an SFR of 18.9 to 1. As shown in Figure 1, although modest increases in tenured and tenure-track FTEF occurred in 2003 and 2004 (66.0% and 66.1% respectively), in 2005 the percentage dropped to a new low of 63.3. Clearly, in spite of the good intentions underlying ACR 73 and the detailed report prepared by the CSU in response to this measure, the CSU continues to lose ground in terms of increasing the tenured/tenure-track to lecturer FTEF ratio and has failed to reach the jointly set target of 68%. Indeed, since the development of the joint plan in 2002, the number of tenured/tenure-track faculty in the CSU has declined from 10,381 to 10,042.

Similarly, there also has been a lack of progress in improving the SFR. In college year 2004-05, the last year for which data are posted, the SFR was 20.74. The eight-year joint plan set a goal of 18.9 to 19.1 for 2004-05. As shown in Figure 2, SFR in 2004 reached its highest level since 1990. Indeed, the SFR of 20.74 is the highest ever, examining CSU data covering the span from 1964-65 through 2004-05.

As to the ACR 73 goal of improving faculty diversity, data from CSU Academic Human Resources (Faculty Data Summary Report, February 2006) suggest modest progress. From Fall 2000 to Fall 2005, the percentage of tenured and probationary female faculty members increased from 35.8% to 40.3%. Similar modest gains in ethnic diversity across the same period, from 23.9% to 27.8%, were also evident.

Renewed commitment on the part of all involved constituencies is required to make significant progress toward addressing the recommendations contained in ACR 73, and to realize the benefits articulated in that legislation, which include maintaining educational quality and providing students with academic excellence. Funding is crucial and should be aggressively pursued. At the same time, some progress could be made were the Chancellor's Office to encourage a concerted effort on the part of each CSU campus to engage in hiring practices that reflect the goals of ACR 73 including, but not limited to, replacing with tenured or tenure-track hires faculty who have terminated their employment, and employing strategies that encourage application by a diverse pool of candidates.

Additional information relative to this resolution can be accessed through the following links:

ACR 73

http://info.sen.ca.gov/pub/01-02/bill/asm/ab_0051-0100/acr_73_bill_20010924_chaptered.html

Response to ACR 73

http://www.calstate.edu/AcadSen/Records/Reports/ACR73_07222002.pdf

Ratios of TT to Temp Faculty

http://www.calstate.edu/HR/FacSumRep05_HistEmpl.pdf

Approved Unanimously – November 9, 2006