

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-2872-08/FA/FGA (Rev)  
November 12-13, 2008

**Protecting Instruction During Times of Budget Crisis**

- RESOLVED: That the Academic Senate California State University (CSU) reaffirm its commitment to protect the CSU's core mission – instruction – in this period of budget crisis; and be it further
- RESOLVED: That the Academic Senate CSU reassert the primary role and responsibility of the faculty to provide quality instruction in the CSU; and be it further
- RESOLVED: That the Academic Senate CSU re-emphasize, during this period of budgetary constraint, the CSU commitment to investment in faculty, as promised in *Access to Excellence* Commitment 2 and set forth in ACR 73, and to ensure educational quality and student success (*Access to Excellence* Strategic Plan Goals); and be it further
- RESOLVED: That the Academic Senate CSU encourage the Office of the Chancellor and campus administrations to emphasize protection of instruction in any budget decision-making process, and refrain from creating new management positions during periods of budget crisis; and be it further
- RESOLVED: That the Academic Senate CSU encourage the Office of the Chancellor and campus administrations to collect and publish data on historical trends in recruitment and retention of both faculty and management positions, as a step towards a more transparent process in hiring practices; and be it further
- RESOLVED: That the Academic Senate CSU encourage local senates to reaffirm their commitment to protect instruction; and be it further
- RESOLVED: That this resolution be distributed to the Chancellor's Office, campus presidents and provosts, and campus senate chairs.

*RATIONALE: According to the Personnel/Payroll Information Management System (PIMS) database, between Fall 2007 and Fall 2008 the number of MPPs in the CSU increased by 2% in headcount and 3% in full-time equivalents. During this period, student enrollment increased by 1% in headcount and 2% in FTES. However, during the same period the numbers of instructional faculty decreased by 2% in headcount and 1% in FTEF. The expansion in the number of MPPs has resulted in a 3% increase in MPP salary cost, equaling nearly \$1,000,000 plus benefits each month. This is indicative of a long-term trend.*

*In addition, anecdotal evidence from several campuses confirms that while the number of faculty has been reduced during this period of budget crisis, new management positions have been created, many with compensation far in excess of most faculty salaries. Additionally, given mid-year budget reductions beyond the already greatly under-funded CSU budget for 2008/09, many campuses are being forced to go further than a budget freeze; faculty cuts are being considered, if not already implemented. "Non-permanent" employees (lecturers) are considered the least protected employees during times of lay-*

*offs. By default, lecturers are the most vulnerable to cuts, thereby greatly impacting instruction.*

*The absence of accurate data on historical trends in recruitment and retention of administrators makes it difficult to reach rational budgetary decisions to protect instruction and maximize access and guarantee high quality education for our students.*

**Approved – January 23, 2009**