

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3372-19/FA (Rev)  
March 14-15, 2019

**PREFERENCE FOR CONSULTING ASSIGNMENTS FOR CSU FACULTY,  
LIBRARIANS, COACHES, COUNSELORS, EMERITI, AND STAFF**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) urge the California State University system (CSU) to establish a database of Faculty, Librarians, Coaches, Counselors, Emeriti, and Staff who are interested in potential consulting assignments that occur in the CSU; and be it further
- RESOLVED:** That the ASCSU urge that this database be consulted in good faith for qualified CSU Faculty, Librarians, Coaches, Counselors, Emeriti, and Staff prior to the CSU hiring any consultants who are not currently on this database; and be it further
- RESOLVED:** That the ASCSU urge that all proposed consulting assignments in the CSU be communicated to all Presidents, Provosts/Vice-Presidents of Academic Affairs, Vice-Presidents of Student Affairs, Deans, and campus Senate Chairs in a timely fashion prior to the hiring of any consultant(s); and be it further
- RESOLVED:** That the ASCSU urge that all Presidents, Provosts/Vice-Presidents of Academic Affairs, Vice-Presidents of Student Affairs, Deans, and campus Senate Chairs communicate consulting opportunities to their academic personnel within ten (10) days of receiving said notification from the Chancellor's Office; and be it further
- RESOLVED:** That the ASCSU distribute this resolution to the CSU Board of Trustees, CSU Chancellor, CSU campus Presidents, CSU campus Senate Chairs, CSU Provosts/Vice Presidents of Academic Affairs, Vice-Presidents of Student Affairs, CSU Emeritus and Retired Faculty and Staff Association (ERFSA) and the California Faculty Association (CFA).

***RATIONALE:** The CSU is comprised of over 26,000 academic professionals, many of whom are well-qualified, by academic training, professional experience, or both to conduct professional consulting. Their employment in the CSU gives them experience with various CSU policies and practices, including issues important to the CSU such as information literacy and assessment. Current employees of the CSU understand the need to comply with requirements imposed*

*by outside agencies, such as the Western Association of Schools and Colleges (WASC) and the American Association of Collegiate Schools of Business (AACSB). This often makes incumbent employees more qualified than consultants who have never been employed by the CSU.*

*In addition, the CSU would save money hiring its own personnel because outside organizations must cover their overhead, which drives up the costs of hiring outside personnel.*

*By hiring CSU personnel, the CSU sends out a clear signal that it has nothing to hide from its employees. Transparency is one of the most important aspects of any organization, increasing trust in the organization's leadership and their actions.*

**Approved Unanimously – May 16-17, 2019**