

California State University, Bakersfield Proposal for AY Faculty Furlough

The Furlough Agreement dated July 28, 2009 between the CSU and CFA allows each campus president to designate up to six furlough days as campus closure days. President Mitchell has chosen to designate only three days for AY faculty members at this time, one per quarter, leaving 15 furlough days to be established by mutual agreement between faculty employees and their administrators. Dr. Mitchell may revisit this decision during fall quarter. To simplify the implementation of furloughs, the following schedule shows the days designated by President Mitchell and a series of other recommended furlough days. The rationale for these recommended days is explained below.

Fall 2009 (6 furlough days for AY Faculty – 1 designated, 5 recommended)

- September 8 – Presidentially designated furlough day. Delay University Day by one day.
University day is re-scheduled for September 9.
- September 25 – Recommended Friday furlough day
- October 15 & 19 – Recommended Thursday and Monday furlough days
- November 4 & 17 – Recommended Wednesday and Tuesday furlough days

Winter 2010 (6 furlough days for AY Faculty – 1 designated, 5 recommended)

- January 4 - Presidentially designated furlough day. Delay day faculty are due on campus.
- January 15 - Recommended Friday furlough day
- February 4 & 15 - Recommended Thursday and Monday furlough days
- March 3 & 9 - Recommended Wednesday and Tuesday furlough days

Spring 2010 (6 furlough days for AY Faculty – 1 designated, 5 recommended)

- April 1 & 12 - Recommended Thursday and Monday furlough days
- May 11 & 28 - Recommended Tuesday and Friday furlough days
- June 2 - Recommended Wednesday furlough day
- June 8 - Presidentially designated furlough day on Study/ Reading Day

Rationale

1. Schedule furlough days with the expectation that Faculty reduce workload by ten percent (5 days of 49 class days).
2. Schedule furlough days to spread impact of furlough days evenly across all week days, Monday through Friday.
3. Schedule furlough days with payroll calendar (no more than 1 per week and no more than 2 per pay period).
4. No furlough days scheduled during WASC 2009 site visit set for week of October 26, 2009.
5. No furlough days on scheduled Academic Senate or Academic Senate Executive Meetings days.
6. Three of the six days extend a weekend or holiday for faculty.
7. Three of six furlough days coincide with recommended staff furlough days.

Suggestions to meet course objectives while reducing workload

1. Faculty may design course to reduce grading time.
 - a. Design course syllabus to reduce grading time.
 - b. Design course exams to reduce grading time.
 - c. Reduce total number of assignments for each class.
2. Faculty may schedule alternate unsupervised activities on furlough days
 - a. Schedule a library research assignment
 - b. Schedule an unsupervised web discussion
 - c. Schedule a community observation or activity to support student learning objectives
 - d. Provide an independent assignment or use peer feedback on projects or assignments
 - e. Schedule an unsupervised group study day or group assignment day
 - f. Thread a film to WebCT/Blackboard that supports student learning objectives.
3. Reduce service commitments and paid indirect workload hours.
 - a. Reduce workload with reduction in number of TT faculty RTP Evaluations
 - b. Reduce department and committee meetings (for consideration)
 - c. Reduce faculty office hours, independent studies, projects, and/or advising hours. (Tenure track and tenured faculty are paid for 9 WTU each year out of an expected 45 WTU for Indirect service to the university such as service and advising. These 9 WTU equal 20% of the total paid working days for AY T/TT faculty. TT/T faculty could achieve a 10% workload reduction by reducing their paid indirect workload in half. Lecturers teaching 15 units in one quarter must reduce their direct teaching responsibilities by 10% to meet furlough requirements.)