RESOLVED: That the Academic Senate recommend that the President continue supporting the existing initiative dedicated to annual increases in tenure/tenure-track (T/TT) faculty hiring past the academic year 2020-21. These increases are in addition to replacement hires, and be it further

RESOLVED: That the Academic Senate recommend that the President dedicate $2 million per year to these expansionary hires in an effort to increase the campus tenure density (TD) and decrease the student faculty ratio (SFR) to their respective system-wide averages.

RATIONALE: Over the decade 2003-2013, CSUB experienced a steady decline in the number of FTE Faculty, and thus a decrease in the tenure density. Whereas the faculty hire expansion initiative dedicating $1 million per year is an attempt at reversing this trend, the initiative is expected to end after the academic year 2020-21. In order to facilitate an increase in the TD, we strongly urge an annual investment of $2 million to meet the need, until such time that the CSUB TD meets the system average.

CSUB's student faculty ratio (SFR) has consistently been higher than the system-wide SFR over the 2003-2013 decade. Whereas there is a negative correlation between SFRs and graduation rates, the $2 million expansionary hiring initiative will lower the SFR, bringing it closer to the system-wide average, and therefore increase the graduation rates and maintain high quality education at CSUB.

Distribution List:
President
Provost
BAS/CFO