

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

CSUB FACULTY RETENTION AND TENURE DENSITY PRIORITY
RES 212234

BPC

- RESOLVED:** That the Academic Senate of CSUB appreciates the efforts made by the University Administration in improving faculty diversity in the academic year 2021-22; and be it further
- RESOLVED:** That the Academic Senate of CSUB call on the President to make recruitment and retention of tenured/tenure-track faculty the top priority; and be it further
- RESOLVED:** That the Academic Senate of CSUB urge the University Administration to investigate faculty attrition factors, and create appropriate policies to address the findings; and be it further
- RESOLVED:** That the Academic Senate of CSUB call on the President and Administration to work with the faculty, staff, and students to develop strategies to increase tenure density as well as faculty diversity; and be it further
- RESOLVED:** That the Academic Senate of CSUB urge the President to develop and implement a plan and appropriate resources to achieve an increase of campus tenure density (the ratio of tenured/tenure-track to the total full-time equivalent faculty workforce) of 1 percent per year to at least 60 percent, or the 75th percentile in the CSU system, whichever is greater; and be it further
- RESOLVED:** That the Academic Senate of CSUB urge the President to incorporate the tenure density targets of this resolution into the University Strategic Plan.
- RATIONALE:** According to the Report of the Task Force on Tenure Density in the California State University released in January 2018, the trend of decline in tenure density across all CSUs has “an impact across the university. Tenured and tenure-track faculty play important roles in shared governance, the creation and ongoing development of curriculum and programs, professional development, administrative functions, service to the university in areas such as search committees and planning groups, and engagement in the life of the campus.”

The report further recommends that at the campus level, the university to “develop a campus-specific tenure density plan (that should include targets) based on the needs and resources of the campus” and “recruit, hire, and retain a diverse and qualified group of tenure-track faculty each year that exceeds the number of tenure-track faculty leaving the campus.”

CSUB’s tenure density fell from 61.8% in 2011 to 51.8% in 2020, currently sitting at the 26th percentile in tenure density across all CSUs. It is also noted that tenure density at the other central valley campuses in 2020-21 are as follows: Fresno (55.1%), Stanislaus (57.6%), Sacramento (57.8%) and Chico (60.4%). In addition, the gap between CSUB’s tenure density and that of CSU overall average is widening. It is imperative that the trend to be reversed.

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