

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD

ACADEMIC SENATE

Continue Faculty Hiring Initiative

RES 171809

BPC

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:

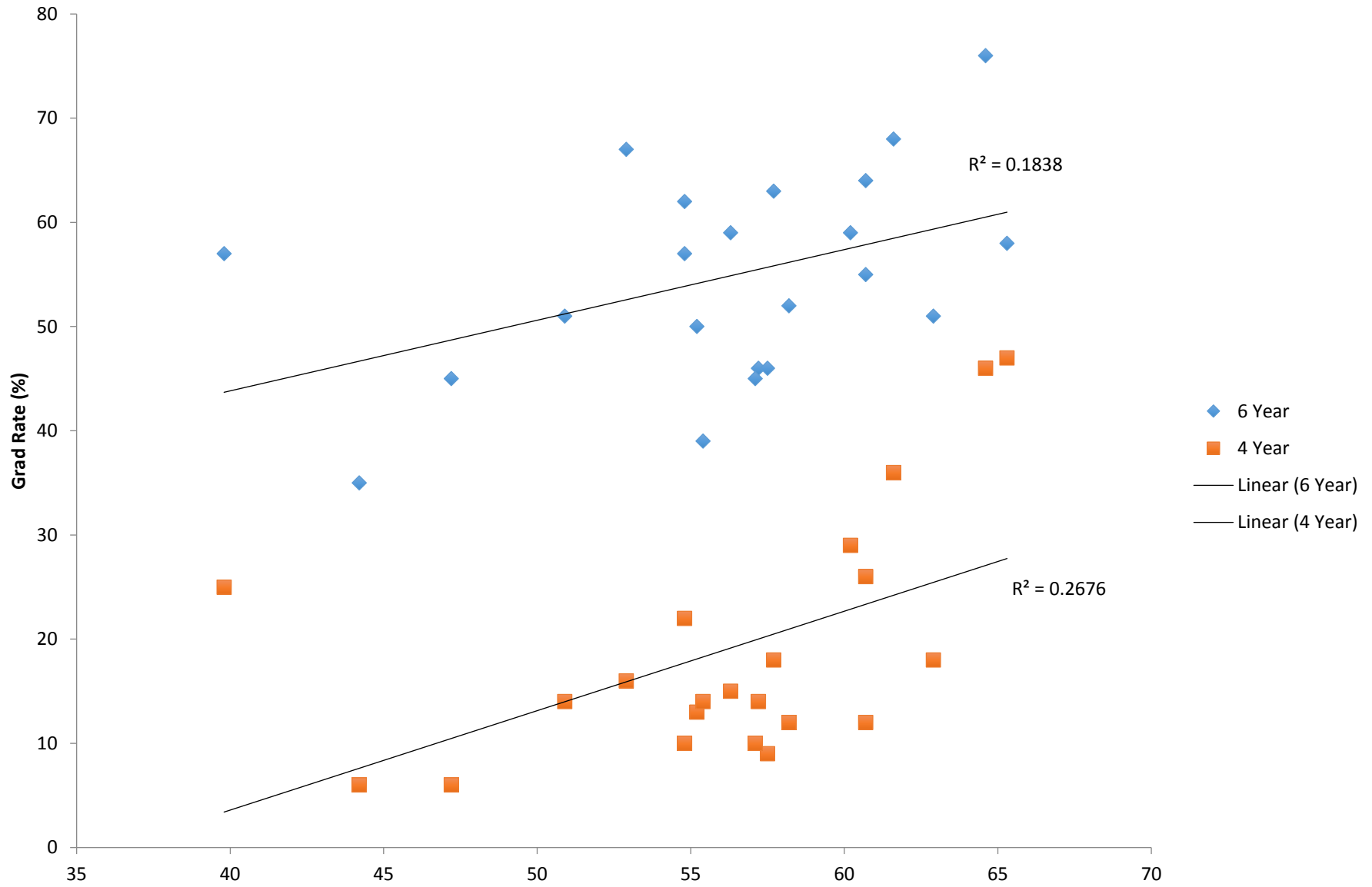
President
Provost
BAS/CFO

Approved by the Academic Senate November 30, 2017

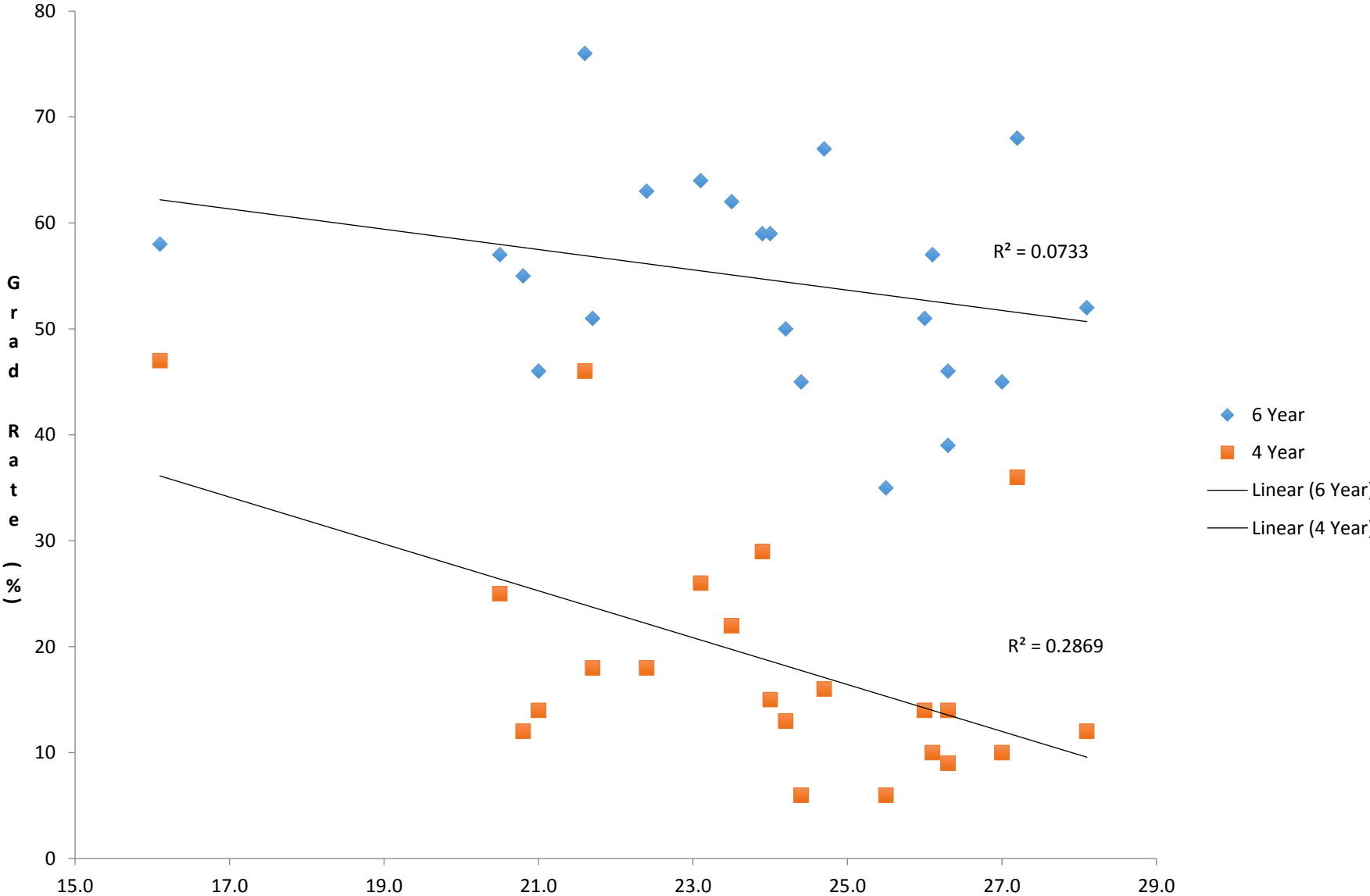
Sent to the President December 7, 2017

Response from President January 3, 2018

Grad Rate v TD



Grad Rate v SFR



Campus	Tenure Status	Fall Instructional Faculty Full-Time Equivalents (FTE)									
		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Bakersfield	Tenure-track	219.5	202.3	197.4	181.8	177.6	180.7	179.9	181.0	185.9	200.7
	Lecturers	122.0	118.9	98.3	102.5	109.8	115.5	127.5	142.1	158.2	161.7
	Total	341.5	321.2	295.7	284.3	287.4	296.2	307.4	323.1	344.1	362.4
	Tenure density	64.3%	63.0%	66.8%	63.9%	61.8%	61.0%	58.5%	56.0%	54.0%	55.4%
Channel Islands	Tenure-track	77.0	83.5	81.0	78.3	79.5	85.0	94.0	105.5	113.0	125.4
	Lecturers	103.4	104.0	105.4	107.2	118.7	144.7	155.4	168.0	176.1	189.7
	Total	180.4	187.5	186.4	185.5	198.2	229.7	249.4	273.5	289.1	315.1
	Tenure density	42.7%	44.5%	43.5%	42.2%	40.1%	37.0%	37.7%	38.6%	39.1%	39.8%
Chico	Tenure-track	502.7	510.4	489.3	463.9	447.8	435.3	422.6	424.5	441.8	458.9
	Lecturers	259.5	234.0	200.0	196.7	209.1	222.2	259.8	295.0	296.5	297.2
	Total	762.2	744.4	689.3	660.6	656.9	657.5	682.4	719.5	738.3	756.1
	Tenure density	66.0%	68.6%	71.0%	70.2%	68.2%	66.2%	61.9%	59.0%	59.8%	60.7%
Dominguez Hills	Tenure-track	259.5	251.1	244.1	225.6	210.9	198.0	202.9	213.3	230.7	236.8
	Lecturers	199.7	197.3	170.5	179.9	224.8	226.6	263.5	275.4	292.1	298.7
	Total	459.2	448.4	414.6	405.5	435.7	424.6	466.4	488.7	522.8	535.5
	Tenure density	56.5%	56.0%	58.9%	55.6%	48.4%	46.6%	43.5%	43.6%	44.1%	44.2%
East Bay	Tenure-track	331.8	348.6	341.7	307.8	296.8	290.5	297.2	309.2	320.0	333.1
	Lecturers	201.6	224.1	178.7	139.2	179.8	190.7	217.2	227.0	255.1	249.9
	Total	533.4	572.7	520.4	447.0	476.6	481.2	514.4	536.2	575.1	583.0
	Tenure density	62.2%	60.9%	65.7%	68.9%	62.3%	60.4%	57.8%	57.7%	55.6%	57.1%
Fresno	Tenure-track	554.1	562.8	557.3	540.6	524.2	506.6	520.9	529.3	529.9	561.8
	Lecturers	375.0	351.1	274.1	279.9	279.7	339.7	372.9	389.2	417.0	436.0
	Total	929.1	913.9	831.4	820.5	803.9	846.3	893.8	918.5	946.9	997.8
	Tenure density	59.6%	61.6%	67.0%	65.9%	65.2%	59.9%	58.3%	57.6%	56.0%	56.3%
Fullerton	Tenure-track	712.0	710.6	729.6	712.5	715.6	722.3	728.3	746.3	779.1	803.3
	Lecturers	616.1	547.7	427.0	472.8	550.1	602.3	613.2	669.3	665.2	663.9
	Total	1,328.1	1,258.3	1,156.6	1,185.3	1,265.7	1,324.6	1,341.5	1,415.6	1,444.3	1,467.2
	Tenure density	53.6%	56.5%	63.1%	60.1%	56.5%	54.5%	54.3%	52.7%	53.9%	54.8%

Campus	Tenure Status	Fall Instructional Faculty Full-Time Equivalents (FTE)									
		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Humboldt	Tenure-track	264.0	254.8	245.0	224.1	223.0	220.0	226.8	214.2	223.5	238.8
	Lecturers	102.2	107.9	111.9	121.9	139.2	150.9	156.2	169.8	177.6	178.8
	Total	366.2	362.7	356.9	346.0	362.2	370.9	383.0	384.0	401.1	417.6
	Tenure density	72.1%	70.3%	68.6%	64.8%	61.6%	59.3%	59.2%	55.8%	55.7%	57.2%
Long Beach	Tenure-track	832.8	825.7	832.0	794.9	777.8	769.7	759.2	773.4	772.0	803.3
	Lecturers	603.0	626.9	529.1	504.2	576.3	542.4	582.8	655.1	697.4	714.7
	Total	1,435.8	1,452.6	1,361.1	1,299.1	1,354.1	1,312.1	1,342.0	1,428.5	1,469.4	1,518.0
	Tenure density	58.0%	56.8%	61.1%	61.2%	57.4%	58.7%	56.6%	54.1%	52.5%	52.9%
Los Angeles	Tenure-track	515.3	517.3	541.2	521.9	513.5	505.2	491.7	491.2	502.3	514.4
	Lecturers	315.0	316.0	219.0	235.9	272.1	284.3	332.5	422.6	502.9	576.1
	Total	830.3	833.3	760.2	757.8	785.6	789.5	824.2	913.8	1,005.2	1,090.5
	Tenure density	62.1%	62.1%	71.2%	68.9%	65.4%	64.0%	59.7%	53.8%	50.0%	47.2%
Maritime	Tenure-track	41.2	40.6	44.0	46.1	42.7	44.3	48.6	50.8	50.9	51.1
	Lecturers	23.6	23.3	20.6	19.7	20.6	20.2	25.3	27.6	27.3	27.1
	Total	64.8	63.9	64.6	65.8	63.3	64.5	73.9	78.4	78.2	78.2
	Tenure density	63.6%	63.5%	68.1%	70.1%	67.5%	68.7%	65.8%	64.8%	65.1%	65.3%
Monterey Bay	Tenure-track	103.1	107.2	111.1	113.3	119.1	117.8	114.3	117.0	148.5	152.7
	Lecturers	104.1	97.4	92.5	117.9	120.9	141.0	155.5	186.5	187.1	193.1
	Total	207.2	204.6	203.6	231.2	240.0	258.8	269.8	303.5	335.6	345.8
	Tenure density	49.8%	52.4%	54.6%	49.0%	49.6%	45.5%	42.4%	38.6%	44.2%	44.2%
Northridge	Tenure-track	734.7	745.1	720.4	690.7	751.1	776.9	767.8	760.3	801.3	793.4
	Lecturers	493.8	511.0	479.5	478.0	494.8	506.3	574.4	619.6	641.8	643.9
	Total	1,228.5	1,256.1	1,199.9	1,168.7	1,245.9	1,283.2	1,342.2	1,379.9	1,443.1	1,437.3
	Tenure density	59.8%	59.3%	60.0%	59.1%	60.3%	60.5%	57.2%	55.1%	55.5%	55.2%
Pomona	Tenure-track	553.2	531.6	519.4	476.8	474.3	490.5	478.2	502.9	508.1	535.0
	Lecturers	322.1	254.2	255.9	248.2	283.7	292.5	319.5	361.0	393.5	393.0
	Total	875.3	785.8	775.3	725.0	758.0	783.0	797.7	863.9	901.6	928.0
	Tenure density	63.2%	67.7%	67.0%	65.8%	62.6%	62.6%	59.9%	58.2%	56.4%	57.7%

Campus	Tenure Status	Fall Instructional Faculty Full-Time Equivalents (FTE)									
		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Sacramento	Tenure-track	714.3	712.1	711.3	665.2	631.4	598.1	592.4	614.3	613.2	626.5
	Lecturers	369.2	329.4	301.7	245.7	298.8	309.9	356.1	384.6	417.9	463.9
	Total	1,083.5	1,041.5	1,013.0	910.9	930.2	908.0	948.5	998.9	1,031.1	1,090.4
	Tenure density	65.9%	68.4%	70.2%	73.0%	67.9%	65.9%	62.5%	61.5%	59.5%	57.5%
San Bernardino	Tenure-track	392.7	400.8	397.1	374.0	373.7	372.7	380.5	387.1	384.0	403.7
	Lecturers	248.6	262.5	205.4	210.7	208.2	239.5	249.2	256.4	301.5	289.8
	Total	641.3	663.3	602.5	584.7	581.9	612.2	629.7	643.5	685.5	693.5
	Tenure density	61.2%	60.4%	65.9%	64.0%	64.2%	60.9%	60.4%	60.2%	56.0%	58.2%
San Diego	Tenure-track	813.5	799.6	782.8	735.5	742.7	706.0	690.2	694.0	703.1	720.5
	Lecturers	475.3	468.6	357.4	348.3	336.5	324.3	371.3	422.3	443.6	448.2
	Total	1,288.8	1,268.2	1,140.2	1,083.8	1,079.2	1,030.3	1,061.5	1,116.3	1,146.7	1,168.7
	Tenure density	63.1%	63.0%	68.7%	67.9%	68.8%	68.5%	65.0%	62.2%	61.3%	61.6%
San Francisco	Tenure-track	777.4	791.1	784.7	746.3	731.2	715.8	726.6	720.9	719.0	743.3
	Lecturers	383.7	340.9	269.8	324.1	348.2	398.0	414.5	412.4	422.6	437.5
	Total	1,161.1	1,132.0	1,054.5	1,070.4	1,079.4	1,113.8	1,141.1	1,133.3	1,141.6	1,180.8
	Tenure density	67.0%	69.9%	74.4%	69.7%	67.7%	64.3%	63.7%	63.6%	63.0%	62.9%
San Jose	Tenure-track	686.5	689.4	692.0	649.6	635.3	640.8	640.5	626.9	645.0	674.3
	Lecturers	524.2	541.2	449.1	448.2	549.9	515.0	522.3	547.3	545.7	555.6
	Total	1,210.7	1,230.6	1,141.1	1,097.8	1,185.2	1,155.8	1,162.8	1,174.2	1,190.7	1,229.9
	Tenure density	56.7%	56.0%	60.6%	59.2%	53.6%	55.4%	55.1%	53.4%	54.2%	54.8%
San Luis Obispo	Tenure-track	643.0	670.8	671.2	635.7	630.5	631.1	623.6	635.4	654.5	666.9
	Lecturers	275.6	265.9	236.2	243.5	262.8	254.9	288.3	315.2	345.6	366.0
	Total	918.6	936.7	907.4	879.2	893.3	886.0	911.9	950.6	1,000.1	1,032.9
	Tenure density	70.0%	71.6%	74.0%	72.3%	70.6%	71.2%	68.4%	66.8%	65.4%	64.6%
San Marcos	Tenure-track	219.3	222.2	217.0	212.9	232.2	229.0	229.8	239.5	251.6	262.9
	Lecturers	130.3	120.4	132.0	141.4	170.4	181.7	203.9	223.0	248.0	253.3
	Total	349.6	342.6	349.0	354.3	402.6	410.7	433.7	462.5	499.6	516.2
	Tenure density	62.7%	64.9%	62.2%	60.1%	57.7%	55.8%	53.0%	51.8%	50.4%	50.9%

Campus	Tenure Status	Fall Instructional Faculty Full-Time Equivalents (FTE)									
		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Sonoma	Tenure-track	256.7	258.7	261.9	243.8	244.8	234.2	220.5	217.5	224.8	232.8
	Lecturers	121.9	130.8	97.2	113.1	101.9	114.0	133.1	147.1	147.3	153.7
	Total	378.6	389.5	359.1	356.9	346.7	348.2	353.6	364.6	372.1	386.5
	Tenure density	67.8%	66.4%	72.9%	68.3%	70.6%	67.3%	62.4%	59.7%	60.4%	60.2%
Stanislaus	Tenure-track	255.5	261.5	253.8	232.9	237.4	232.3	232.5	242.3	240.6	254.7
	Lecturers	143.4	132.2	74.6	97.2	100.8	110.5	127.3	142.9	149.7	164.7
	Total	398.9	393.7	328.4	330.1	338.2	342.8	359.8	385.2	390.3	419.4
	Tenure density	64.1%	66.4%	77.3%	70.6%	70.2%	67.8%	64.6%	62.9%	61.6%	60.7%
Systemwide	Tenure-track	10,459.9	10,497.7	10,425.5	9,874.3	9,813.0	9,702.7	9,669.0	9,796.9	10,042.9	10,394.3
	Lecturers	6,513.3	6,305.5	5,286.0	5,376.1	5,957.1	6,227.0	6,821.7	7,459.4	7,909.9	8,156.6
	Total	16,973.2	16,803.2	15,711.5	15,250.4	15,770.1	15,929.7	16,490.7	17,256.3	17,952.8	18,550.9
	Tenure density	61.6%	62.5%	66.4%	64.7%	62.2%	60.9%	58.6%	56.8%	55.9%	56.0%