

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD

ACADEMIC SENATE

CSUB Tenure Density Priority

RES 181913

BPC

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 President to develop and implement a plan and appropriate resources to achieve over the next 5 years a campus tenure density (the ratio of tenured/tenure-track to the total full time equivalent faculty workforce) of at least 60 percent or the 75th percentile in the CSU system, whichever is greater, and that \$3 million each year be allocated towards new tenured/tenure-track faculty lines; and be it further

RESOLVED: That based on tenure density progress the allotted funds for increasing tenure density will be evaluated and modulated each year in accordance with the 5-year tenure density goal, and that any implemented strategy to increase tenure density will not be achieved by negatively affecting student to faculty ratio; and be it further

RESOLVED: That the Academic Senate of CSUB urge the President to implement the tenure density targets of this resolution into the University Strategic Plan.

RATIONALE: The American Association of University Professors has ardently asserted the need for tenured/tenure-track faculty<sup>1</sup> and specifically at "teaching intensive" colleges and universities<sup>2</sup>. The report by the Task Force on Tenure Density in the California State University (CSU)<sup>3</sup> recognized that there has been a decline in tenure density across the system and that inadequate tenure density may adversely affect educational quality. Further, the Academic Senate of the CSU approved a resolution (AS-3207-15/FA)<sup>4</sup> stating that "[m]aintaining high quality education depends on recruitment and retention of high quality permanent faculty vested in the long-term health and growth of the University" and that "tenured/tenure-line faculty have primary responsibility for student advising, program development, shared governance and implementation of university initiatives." The literature also supports these assertions, where it is clear that there is a strong correlation between tenure density and student success. For example, there is an inverse relationship between tenure density and student persistence<sup>5</sup>. Further, although there are a broad range of factors that can influence graduation rates, when all other factors are held constant, increases in either the percentage of faculty that are part-time or the percentage of full-time faculty that are not tenured or on tenure tracks, each is associated with a reduction in student graduation rates<sup>6</sup>. As both student persistence and graduation rates are important goals to the CSU, but have been in decline at CSUB, improving our tenure density is an impactful strategy to positively affect student success at CSUB.

During the last 10 years, the tenure density in the CSU system has declined by roughly 10.5%, with the CSUB campus out-pacing the system, declining 13.5%<sup>7</sup> (Figure 1).

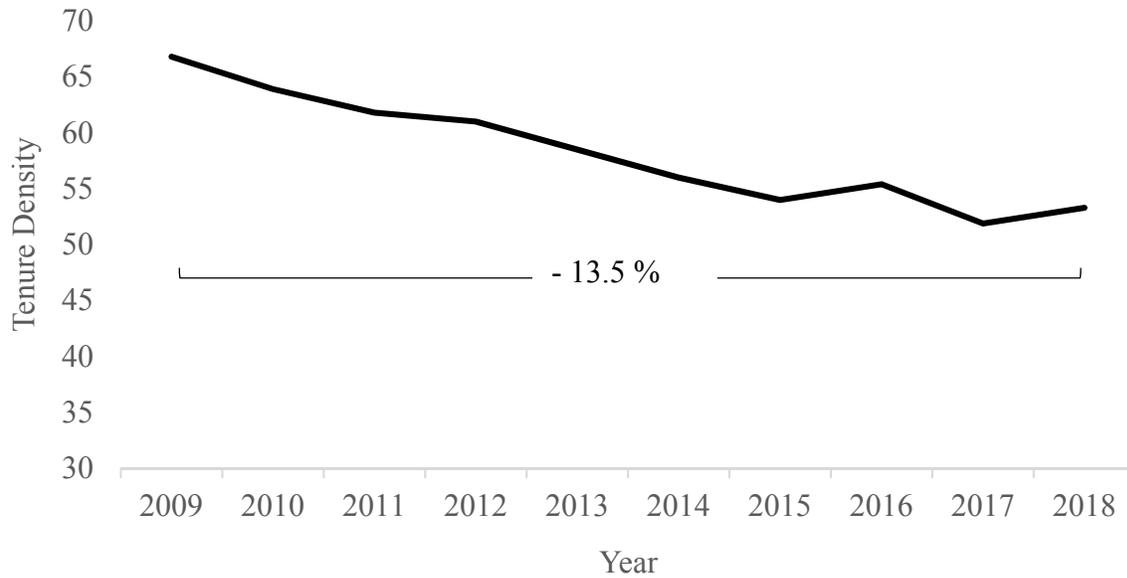


Figure 1. Tenure Density at CSUB from 2009 (66.8%) to 2018 (53.3%).

Currently, CSUB is at the 29<sup>th</sup> percentile in tenure density across the CSU system. The goal of setting tenure density at 60% or the 75<sup>th</sup> percentile within the CSU system relates to CSUB’s unique student population and lack of ready access to qualified faculty from the local community relative to other CSU campuses placing a need to prioritize tenure density. Recently, CSUB has experienced a significant and steady rise in student enrollment, but also declining retention and graduation rates, placing priority on these expansionary tenured/tenure-track faculty lines will work to reverse the decade long trend of decreasing tenure density and improve the student experience and graduation rates at CSUB. Based on the literature around student success and tenure density, and the CSU task force findings, it is imperative that improving tenure density be our top priority.

Distribution List:

- President
- Provost
- VP BAS/CFO

Approved by the Senate April 25, 2019