RESOLVED: That the Academic Senate recommend a hiring freeze for any expansion MPP and staff hires, unless accompanied by equivalent tenured/tenure-track (T/TT) faculty hiring; and request that the President discuss the need for any new MPP positions with the Senate Executive Committee prior to initiating any associated searches.

RATIONALE: Over the decade 2009-2018 tenure density at CSUB has declined from 66.8% to 53.3% (a decrease of 20%), while tenure density in the CSU system has declined by 16% during the same time period. During the past decade, the campus saw an increase in MPP Administrator positions of approximately 52%, while permanent and temporary staff positions increased by approximately 18%. Finally, during the same period, Full Time Equivalent Students (FTES) increased by approximately 31%. While there has been an increase in total number Full Time Equivalent Faculty (FTEF) of 44%, most of this increase is due to the number of full-time equivalent lecturers (102% increase), leading to the previously stated decline in tenure density. At the system level, total FTEF has increased by 18%, while the number of FTE lecturers has increased by 60%. In order to stem this decline in tenure density and to further the mission of the university, it is imperative that any available extra funds be put towards increasing tenure density before expanding MPP and/or Staff positions. Pursuant to resolutions 171809 and 181913, the current resolution discourages expansionary hires of either MPP or Staff positions, without accompanying Tenured/Tenure-Track (T/TT) Faculty lines.