

Resolution in Support of Staff and Tenure/Tenure Track Faculty Numbers Keeping Pace with Enrollment

**Proposed by the Enrollment Management Advisory Committee
California State University, Chico
December 16, 2014**

- Whereas,** In AY 2013-2014 the Enrollment Management Advisory Committee passed a resolution recommending that university staffing and tenured/tenure track faculty numbers grow at least as fast as enrollment; and
- Whereas,** Enrollment grew significantly between Fall 2013 and Fall 2014, yet the number of tenure/tenure track faculty declined; and
- Whereas,** Staffing levels have also declined between 2009 and 2014; and
- Whereas,** Faculty are teaching more students in larger classes, and the non-teaching workload of tenure/tenure track faculty has increased even more as there are fewer tenure/tenure track faculty to advise more students, coordinate their growing programs, manage their departments, conduct more personnel reviews of their faculty peers, assess their courses and majors, complete program reviews, maintain external accreditation of their programs, chair graduate thesis committees, and perform the many other activities that contribute to our students' success; and
- Whereas,** We are committed to and enthusiastic about the increase in underrepresented minority, first generation college, economically disadvantaged, and international students. We recognize the growth of these populations warrants additional support by faculty and staff in the form of specialized advising, tutoring, writing assistance, orientation and other activities. However, the number of tenure/tenure track faculty and staff available to provide these vital services has declined; and therefore be it
- Resolved,** That the Academic Senate hereby recommends to the Cabinet of California State University, Chico that staff and tenure/tenure track faculty numbers be increased to at least keep pace with enrollments; and
- Resolved,** That Faculty Affairs and Human Resources be charged with providing regular updates after census each semester to EMAC and the Academic Senate providing tenure/tenure track faculty and instructor numbers, tenure/tenure track FTES, and total full time equivalent staff positions, broken down by division, together with a report on all staff reclassifications; and
- Resolved,** That this motion be widely distributed among the campus community.

The following appendices provide context upon which the resolution, originally passed by the Enrollment Management Advisory Committee, is based.

Appendix A

Relevant Data (excerpted from the succeeding appendices)

2009 Staff	965	2014 Staff	891	Change	Loss - 74	(-7.6%)
2010 TT	408	2015 TT	355	Change	Loss - 53	(-13%)
2010 FTES	14,640	2015 FTES	15,764	Change	Gain - 1,224	+ 8.4%

Appendix B

The below spreadsheet presents a headcount of Tenure/Tenure-track (TT) faculty in fall semesters from fall 2010 to fall 2014. We have selected on the faculty's primary appointment, only employee status active (no one on leave), employee classification of "regular" (no FERPs, rehired annuitant, temporary, temporary 3 year, etc.). Source: *CSU, Chico, Office of Institutional Research, 10/23/2014*

The data below indicates that tenure track resources, as qualified above, declined by 53 positions between 2010 and 2014.

Headcount of TT Faculty by College, Fall 2010 - Fall 2014

	Fall Semesters				
	2010	2011	2012	2013	2014
Agriculture	12	12	12	12	13
ASSISTANT PROFESSOR	4	4	4	3	2
ASSOCIATE PROFESSOR	4	4	3	4	4
PRINCIPAL	1	1	1	1	1
PROFESSOR	3	3	4	4	6
Behavioral and Social Sciences	93	93	88	78	78
ASSISTANT					1
ASSISTANT PROFESSOR	29	24	19	12	12
ASSOCIATE PROFESSOR	24	22	24	22	27
PROFESSOR	40	47	45	44	38
Business	25	26	28	29	29
ASSISTANT PROFESSOR	3	5	5	6	6
ASSOCIATE PROFESSOR	2	2	3	4	6
PROFESSOR	20	19	20	19	17
Communication and Education	67	58	60	57	55
ASSISTANT PROFESSOR	25	21	19	17	20
ASSOCIATE PROFESSOR	13	16	15	14	12
PROFESSOR	29	21	26	26	23
Engineering, Computer Science, and Construction Management	38	31	34	34	38
ASSISTANT PROFESSOR	3	3	5	7	13
ASSOCIATE PROFESSOR	12	13	12	11	7
PROFESSOR	23	15	17	16	18
Humanities and Fine Arts	98	97	86	82	75
ASSISTANT				1	
ASSISTANT PROFESSOR	25	19	15	9	9
ASSOCIATE PROFESSOR	23	23	14	18	14
PROFESSOR	50	55	57	54	52
Information Resources	1	1	1	1	
PROFESSOR	1	1	1	1	
Natural Sciences	74	72	71	68	67
ASSISTANT PROFESSOR	25	20	8	12	19
ASSOCIATE PROFESSOR	14	19	30	21	19
PROFESSOR	35	33	33	35	29
Grand Total	408	390	380	361	355

Appendix C

The data below provided by HR indicates that overall staffing levels declined by 55 full time and 19 part time positions between January 31, 2009 and January 31, 2014.

Source: *CSU, Chico, Office of Human Resources, 11/20/2014*

**Headcount Change in Employee Status 2009 - 2014 (without Faculty and Excluded Positions)
As of January 31 each year
Chico Campus-Wide**

	Confidential Employees	MPP	UAPD (Doctors)	APC	SETC	SUPA	CSUEU	TOTAL
TOTAL # EMPLOYEES 2014	11	148	3	107	51	14	557	891
TOTAL # EMPLOYEES 2009	10	148	6	85	58	14	644	965
CHANGE IN FT #	1	-4	-1	19	-8	0	-62	-55
CHANGE IN PT #		4	-2	3	1		-25	-19
Total	1	0	-3	22	-7	0	-87	-74
CHANGE IN Intermittent* #	1	-1	3	-1	-1		0	1

(Total includes FT, PT, Intermittent)

	CSUEU				
	2	5	7	9	Total
TOTAL 2014	19	90	225	223	557
TOTAL 2009	20	97	307	220	644
FT	-1	-8	-55	2	-62
PT	0	1	-27	1	-25
Total	-1	-7	-82	3	-87
Interm	4	1	2	-7	0

* Intermittents included volunteers in the past.

Appendix D

The data below indicates that enrollment grew significantly from 14,640 in AY 2010-11 to 15,764 estimated for AY 2014-15

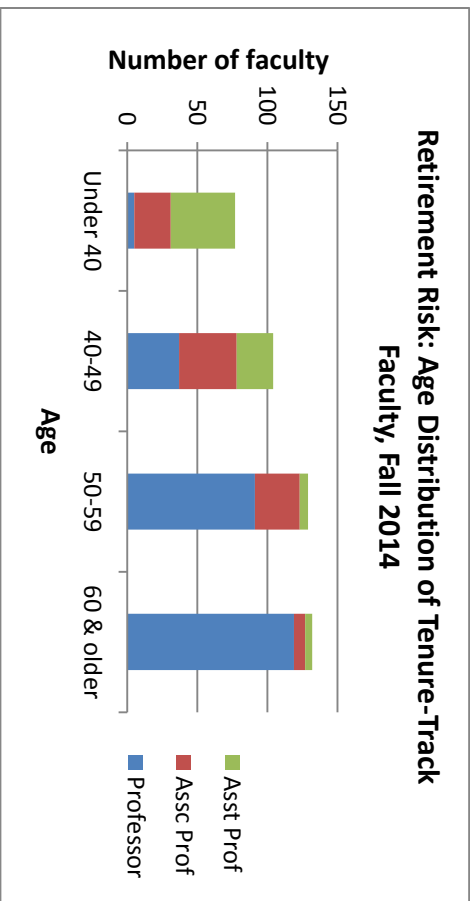
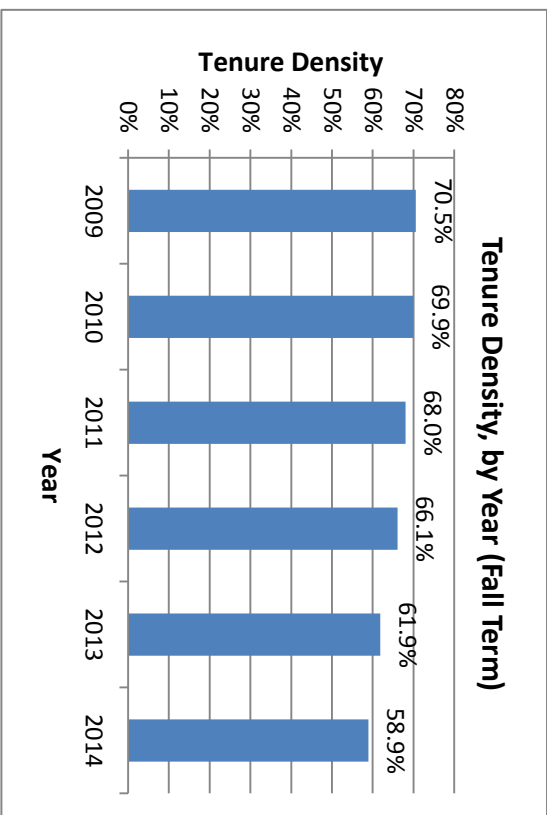
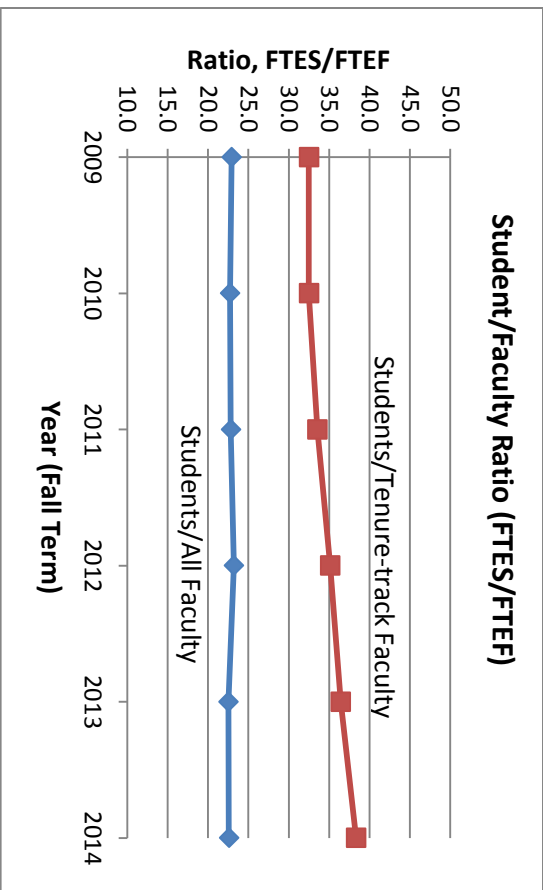
Source: *CSU, Chico Office of Faculty Affairs 11/7/2014*

ACADEMIC YEAR	FTEs Chico	Tenure Density Chico	Tenure Density CSU
2010-11	14,640	69%	65%
2011-12	14,687.7	66%	62%
2012-13	14,850.5	64%	61%
2013-14	15,113.1	60%	58%
2014-15 (Estimated)	15,764.4	58%	57%

The data below indicates that tenure track lines declined by 64 between 2009 and now, which seems consistent with the data in Appendix A. This data indicates that an institutional goal of “hiring 100 new faculty” needs context.

Source: *CSU, Chico Office of Faculty Affairs 11/7/2014*

	2009 - now		
Attrition / TT	164 (loss)		
New Hires /TT	100 (gain)		
Net	-64		



Tenure-Track Faculty Turnover

	Recruitments	Total Separations	Difference	Retirements	
				FERP	Non-FERP
2009/10	10	37	-27	26	4
2010/11	13	35	-22	18	5
2011/12	11	25	-14	7	10
2012/13	13	36	-23	16	5
2013/14	37	36	1	23	2
5-yr Total	84	169	-85	90	26

Year	Counts			Full-time Equivalents		
	Tenure-track	Lecturers	Students	Tenure-track	Lecturers	Tenure density
2009	501	387	15,797	486	203	70.6%
2014	441	512	16,252	424	295	58.9%

Sources: FTES from tables prepared by Analytic Studies; tenure-track and lecture FTEF, counts, and age distribution from fall "snapshot" CRS files (as of October 31 each year). Separations are collected from September 1 through August 31 in indicated years. Recruitments are based on successful searches carried out in the indicated year, starting the following fall (e.g. 2013/14 recruitments began work fall 2014).