



Approved by the Academic Senate
California State University, Chico
December 10, 2015

RESOLUTION

Senate Statement of No Confidence in the President, Interim Provost, and Vice President for Business and Finance

WHEREAS, The faculty, staff, students, and administrators of California State University, Chico are united by a common commitment to maintain an educational institution that promotes and preserves the intellectual development of the people of California and of the North State; and



WHEREAS, The executive leadership has failed to effectively manage the development and implementation of policies and personnel processes that concern the faculty and staff of CSU, Chico; and

WHEREAS, Shared governance practices mandated by California state law, Chancellors' Executive Orders, and CSU, Chico policies have been corrupted; and

WHEREAS, This lack of shared governance has led to the erosion of the primacy of Academic Affairs, an office with the university's academic mission at its heart and from which all other functions of the University derive their purpose; and

WHEREAS, Faculty, staff, and student trust in executive leadership has fallen markedly as a result of a lack of transparency and good-faith information sharing in budgetary decisions that impact the CSU, Chico community; and

WHEREAS, The budget in the 2015-16 AY was withheld from colleges and departments until November 2015; and

WHEREAS, Failure of senior executives to make timely decisions and maintain working relationships has resulted in uncertainty and unpredictability; faculty, staff, and student stress; increased workload; deterioration of morale; loss of jobs; and very high turnover rates in administrative positions campuswide; and

WHEREAS, The lack of focused leadership by senior executives has placed our academic mission in jeopardy; therefore be it

RESOLVED, That the Academic Senate of CSU, Chico has no confidence in the ability of President Paul Zingg, Interim Provost Susan Elrod, and Vice President for Business and Finance, Lori Hoffman to lead our institution in a manner that enables our faculty and staff to effectively serve our students; and



RESOLVED, That the constituencies represented by the Academic Senate of CSU, Chico will welcome any new administrator who embraces the spirit and intent of shared governance, good faith information sharing, transparency, and mutual respect and who would actively work to correct the issues identified in this resolution; and

RESOLVED, That this resolution be forwarded to the Board of Trustees, Chancellor Tim White, President Paul Zingg, Interim Provost Susan Elrod, Vice President for Business and Finance Lori Hoffman, the Chair of the Academic Senate of the California State University, and the Chair of each California State University campus senate.

RATIONALE: *We ask for this resolution because it is the right thing to do.*

We ask because it is unethical for lecturers to be notified of probable spring lay-offs in November. Because it is unethical for executive leadership to demand that chairs, deans, directors, coordinators, professors, and assistants spend inordinate amounts of their time accounting and re-accounting for every dollar, and asserting and re-asserting their need for reasonable monetary support. Because it is unethical for executive appointments to be made without following rules of process and procedure. Because it is unethical for faculty and staff to face humiliating difficulty when requesting university space for our students, programs, and events. Because it is unethical for this or any public university to become a corporate structure; institutes of learning are not businesses, nor should they be governed as such. Because it is unethical for executive leadership to cut budgets, keep faculty and especially staff salaries stagnant, and accept large raises in the same year. Because it is unethical for executive leadership to frog-march our administrators, colleagues, and co-workers out of their offices.

Because the faculty, staff, and students who work at this institution and seek its potential as inspiration, hope, and a better future deserve tangible support and respect—even and especially when we disagree with executive leadership decisions. Because too many mistakes have been made, too many reasonable requests for accountability, explanation, and shared governance ignored and scorned. Because it is unethical for executive leadership to demonstrate such ignorance, disrespect, and incompetence in different ways year after year.

Because it is time that faculty exercise its power and vote decisively for no confidence.

