

Academic Senate Resolution on Cohort Hiring Through the Office of the Provost

Presented by the Academic Senators from English: Chris Henson and Alex Espinoza, received 2/13/12

Whereas: California State University, Fresno currently faces a base budget gap of \$900,000-1.2 million for the academic year 2011-12 and the possibility of an additional \$11 million cut for the academic year 2012-13; and

Whereas: The recommendations from the Academic Affairs Budgetary Advisory Task Force (AABATF) for cuts within Academic Affairs are restricted to cuts at the College/School level and below; and

Whereas: Colleges/Schools and Departments have already absorbed substantial cuts which have resulted in fewer sections of classes offered, larger classes, the inability to replace faculty who have retired or left, the inability to hire faculty to develop and teach curriculum in crucial areas of need; and

Whereas: The further cuts that will be imposed will undoubtedly restrict the hiring of new faculty for Colleges/Schools and Departments; and

Whereas: The Provost currently has a policy of “cohort hiring,” by which one or more central themes are selected and Colleges/Schools and Departments are encouraged to request a faculty position that relates to or falls within that theme; and

Whereas: Curriculum and instruction are the purview of the faculty, and the faculty are best positioned to identify the needs of Colleges/Schools and Departments based on such factors as the specialties and interests of current faculty, current trends in the discipline, needs in the geographic region, employment potential for graduates, and accreditation requirements; and

Whereas: The policy of cohort hiring shapes curriculum and instruction by giving priority to cohort hires and by taking away money from other hires determined to be crucial by Colleges/Schools and Departments, giving unprecedented control over curriculum and instruction to the Provost;

Whereas: In this time of severe budget cutbacks, any hiring that continues to be possible must be directed at the crucial needs of Colleges/Schools and Departments as identified by faculty; therefore be it

Resolved: That the Provost’s Office should suspend all cohort hiring, including the searches currently underway; and be it further

Resolved: That the money allocated for cohort hiring either be used for faculty positions identified by faculty as crucial for College/Schools and Departments or distributed to College/Schools for other purposes vital to maintaining curriculum and ensuring students access to classes and timely completion of degrees; and be it further

Resolved: That this resolution be forwarded to the Provost and Vice President for Academic Affairs and the University President.