

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

Presented by the following Academic Senators: Chris Henson (English), Jacinta Amaral (Statewide Academic Senate) Honora Chapman (Modern and Classical Languages), Katie Dyer (Child, Family & Consumer Sciences), Magda Gilewicz (English), Ray Hall (Physics), Michael Jenkins (Mechanical Engineering), Robert Maldonado (Philosophy)

Whereas: The California State University, Fresno Academic Senate passed on April 23, 2012 by vote of 35-10 a resolution that the practice of cohort hiring through the Office of the Provost be suspended and all funds for faculty hires, including funds returned to Academic Affairs from the centrally monitored funds, be distributed to Colleges/Schools according to the Level B budget distribution formula; and

Whereas: The Provost has continued the practice of cohort hiring and has not followed the Senate's direction that all funds for faculty hires be distributed to Colleges/Schools according to the Level B budget distribution formula; 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; and

Whereas: The practice of cohort hiring through the Provost's Office has been developed and imposed on the University without consultation with the Academic Senate; and

Whereas: The practice of cohort hiring through the Provost's Office shapes curriculum and instruction by giving priority to cohort hires and taking money away from other hires determined to be crucial by Colleges/Schools and Departments, giving unprecedented control over curriculum and instruction to the Provost and resulting in major changes in curriculum;

Whereas: The practice of cohort hiring through the Office of the Provost has resulted in undermining faculty control over curriculum and instruction and in the failure to meet crucial curricular and instructional needs in the following ways:

- Deans, Department Chairs and faculty have felt it necessary to propose positions that fit into cohorts even when those positions do not meet the most crucial needs of Colleges/Schools and Departments;
- Departments have been told that a position would be approved more easily and receive central funding if it were part of a cohort;
- Departments that have not accepted cohort hires have had positions denied;
- Departments have had positions re-defined as cohort hires over their objections;
- In at least one case, a search that was re-defined as a cohort hire over the objections of the Department failed to fill a position because of a reduced pool of applicants;
- In at least one case, a Department was not certain it could provide a full teaching load for a cohort hire; and

Whereas: In a time of extreme uncertainty about the budget, it is crucial that all budget decisions be made with full transparency to faculty and with the true faculty consultation necessary to ensure that crucial needs of Departments and Schools/Colleges are met; therefore, be it

Resolved: That current searches (those approved for 2012-13 for faculty to begin employment in Fall 2013) go forward so as not to waste the faculty time and effort already invested in those searches; and be it further

Resolved: That the practice of creating cohorts and hiring cohort faculty through the Office of the Provost be eliminated after the current round of searches; and be it further

Resolved: That the Provost inform the Academic Senate of his intent to follow or disregard this faculty determination regarding what is under faculty control within two weeks of the passage of this resolution; and be it further

Resolved: That all funds available for faculty hires be distributed to Schools/Colleges under the Level B allocation model in order to end the practice of positions being funded in two separate ways and to ensure the transparency of the funding of positions and faculty control of curriculum and instruction; and be it further

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