Protecting Fair Workload for Faculty at CSU, Fresno

1. **Resolved:** That the Academic Senate recognize that it is detrimental to quality of education at CSU, Fresno and a violation of the Collective Bargaining Agreement (CBA) to increase faculty workload as a remedy for budget cuts; and be it further
2. **Resolved:** That the Academic Senate recognize that increases in course benchmark enrollments and elimination or reduction of reassigned units constitute increases in faculty workload; and be it further
3. **Resolved:** That the Academic Senate recognize that benchmark enrollments in the CSU are enshrined in Appendix H in the Collective Bargaining Agreement (which references [Educational Programs and Resources 76-36 (EP&R 76-36)](https://www.calfac.org/sites/main/files/file-attachments/epr_76-36.pdf) identified in Article 20 Changes) and in approved course proposals; and be it further
4. **Resolved:** That the Academic Senate recognize that at CSU, Fresno and on every CSU campus, reassigned units be provided for faculty for vital work, including supervision of student research, scholarly, and creative activities, academic advising, coordination of programs, faculty roles in shared governance, and other tasks, duties, and responsibilities, and that an increase in workload degrades the quality of the faculty input; and be it further
5. **Resolved:** That the Academic Senate recognize that faculty supervision of student research, scholarly, and creative activities is a high-impact practice that is essential for student learning and success within many undergraduate and graduate degree programs across CSU, Fresno and that an increase in workload degrades the quality of faculty supervision; and be it further
6. **Resolved:** That the Academic Senate recognize empirical research findings supporting the importance of student involvement with faculty in research, scholarly, and creative activities for student retention, graduation, and success after graduation; and be it further
7. **Resolved:** That the Academic Senate recognize that reassigned units received for coordination of graduate and other programs and faculty roles in shared governance are essential for maintaining such programs and full faculty involvement in shared University governance; and be it further
8. **Resolved:** That the Academic Senate strongly urge the Chancellor’s Office and CSU, Fresno to stop efforts by CSU Administrators to increase course benchmark enrollments and eliminate or reduce reassigned units received for supervision of student research and scholarly activities, roles in shared governance, and other work; and be it further
9. **Resolved:** That the Academic Senate distribute this resolution to the:

* CSU Board of Trustees,
* CSU Office of the Chancellor,
* California Faculty Association (CFA),
* CSU, Fresno Associated Students, Inc. (ASI),
* CSU, Fresno Provost/Vice President of Academic Affairs,
* CSU, Fresno President

***Rationale****: Research in higher education indicates that student engagement is the most critical factor in retention for undergraduate students (Tinto, 2012; Upcraft, Gardner, & Barefoot, 2005). Students who do not feel engaged are most at risk for leaving higher education prematurely. Among high-impact practices, undergraduate research has the most positive effects with regard to promoting student engagement (Boyd & Wesemann, 2009; Chickering & Kuh, 2005; Jenkins, 2015; Kuh, 2008; Kuh, 2018; Nagda et al., 1998). The CSU’s recent 2020 publication, Transforming Tomorrow, indicates that “the hallmark of a CSU education includes experiential learning to engage, retain, and propel students to successful careers” (p. 2).*

*The Collective Bargaining Agreement is the governing document on faculty workload. Across the CSU, faculty are currently compensated for teaching courses with enrollments specified clearly in EP&R 76-36 (contained in the CBA in Appendix H in the Memorandum of Understanding “Article 20 Changes”) and/or in campus approved course proposals. Across the CSU, faculty are currently compensated with units for a wide variety of work activities, including supervision of student research and scholarly activities, student advising, coordinating/directing graduate programs, serving as chair of University committees, and other duties. Attempts to solve budget shortfalls by increasing faculty workload are a violation of the Collective Bargaining Agreement and an act of bad faith. Faculty workload is not determined by resources, but by the CBA. CSU Administrators must not see faculty workload as a remedy for budget shortcomings.*