



Date: March 8, 2021

To: Talia Bettcher, Chair
Academic Senate

From: Heidi R. Riggio, Chair
Faculty Policy Committee

Copies: D. Fazzi, J. Lazo-Uy, R. Roquemore, V. Salcido, K. Franklin

Subject: **FPC 20-15: ASCSU Resolution on Fair Workload (AS 3455-20/FA)**

FPC is proposing that the Cal State LA Academic Senate consider endorsement of the Academic Senate of the CSU's (ASCSU) Resolution on "Protecting Fair Workload for Faculty in the CSU," passed by the ASCSU in November, 2020. Endorsement of this resolution by CSU campus Senates is recommended by the Faculty Affairs Committee of the ASCSU. The resolution asserts that the governing document for faculty teaching and supervision compensation is EP&R 76-36 in the Collective Bargaining Agreement (Appendix H, MOU "Article 20 changes"). The resolution asserts that increases in faculty workload are not appropriate remedies for budget cuts in the CSU. The resolution asserts the importance of reassigned units for faculty supervision of student research, creative, and scholarly activities; for academic advising; for directing degree and graduate programs; for shared governance roles; and for other roles, responsibilities, and duties.

FPC discussed the campus Academic Senate endorsement of the ASCSU Resolution at its meetings on February 22, March 1, and March 8, 2021. FPC voted unanimously to send the ASCSU Resolution to our campus Senate for endorsement on March 8, 2021, and unanimously approved a Cal State LA Academic Senate resolution at its meeting of March 15, 2021.

1 **RESOLUTION IN SUPPORT OF AS 3455, PROTECTING FAIR WORKLOAD FOR FACULTY IN THE CSU**

2 Resolved, that the Cal State LA Academic Senate endorse ASCSU 3455, Resolution on Protecting Fair
3 Workload for Faculty in the CSU, passed by the Academic Senate of the CSU in November, 2020; and be
4 it further,

5 Resolved, that the Cal State LA Academic Senate office distribute this resolution (with AS 3455 attached)
6 to the following:

- 7 -President William Covino, Cal State LA;
- 8 -Provost Jose Gomez, Cal State LA;
- 9 -Office of Faculty Affairs at Cal State LA;
- 10 -all College Deans at Cal State LA;
- 11 -all College Associate Deans at Cal State LA;
- 12 -all Department Chairs at Cal State LA;
- 13 -CFA campus President Anthony Ratcliff;
- 14 -CFA Faculty Rights Chair Molly Talcott;
- 15 -all CFA staff at Cal State LA;
- 16 -Chair Robert Collins, Academic Senate of the CSU.

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3455-20/FA (Rev)
November 5-6, 2020

PROTECTING FAIR WORKLOAD FOR FACULTY IN THE CSU

- RESOLVED:** That the ASCSU recognize that it is detrimental to quality of education in the CSU and a violation of the Collective Bargaining Agreement to increase faculty workload as a remedy for budget cuts; and be it further
- RESOLVED:** That the ASCSU recognize that increases in course benchmark enrollments and elimination or reduction of reassigned units constitute increases in faculty workload; and be it further
- RESOLVED:** That the ASCSU 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 \(EP&R 76-36\)](#) identified in Article 20 Changes) and in approved course proposals; and be it further
- RESOLVED:** That the ASCSU recognize that 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
- RESOLVED:** That the ASCSU 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 the CSU, and that an increase in workload degrades the quality of faculty supervision; and be it further
- RESOLVED:** That the ASCSU 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
- RESOLVED:** That the ASCSU 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
- RESOLVED:** That the ASCSU strongly urge the Chancellor's Office and campuses 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

RESOLVED: That the ASCSU distribute this resolution to the CSU Board of Trustees, CSU Office of the Chancellor, California Faculty Association (CFA), California State Student Association (CSSA), CSU campus Provosts/Vice Presidents of Academic Affairs, CSU campus Presidents, CSU campus Senate Chairs, and the CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

***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.

Approved – January 21-22, 2021