

Appendix 5

Colleagues and Student Leaders,

Since the start of the academic year, the Executive Committee of the Faculty Senate has launched a series of communiques and resolutions across campus on the viability of lowering the faculty teaching workload once we become a semester campus. I thought it important to weigh in and address any misrepresentations.

[Provost McMahan](#) and [Vice President/CFO Doug Freer](#) have responded, detailing the fiscal impact of a 3/3 base semester teaching load. [Provost McMahan](#) has also pointed out that a 3/3 is a violation of the system-negotiated California Faculty Association Collective Bargaining Agreement (CBA). In addition, the cost of a 3/3 would require all non-academic departments and programs to face a permanent reduction of at least 15%, likely impacting the personnel needed to support our students appropriately and dramatically affecting all departments.

The hard facts are these:

- During my presidency, CSUSB will always be committed to supporting our faculty with reassigned time that allows for research, scholarship, creative activity, advising and service.
 - In 2015-16, we dedicated \$7.75 million to this initiative.
 - Only 8% of our full-time tenure/tenure-track faculty taught 3/3/3 full quarter loads (34 out of 406).
 - On average, our faculty received 2.6 courses of reassigned time. This calculation is based on the overall replacement costs provided by each college (plus benefits), and does not include department chairs.
 - Support for reassigned time will not change once we begin semesters.
- The 4/4 is the baseline teaching load for every single semester campus in the CSU.
- Hypothetically, if we were to reject the CBA and diverge from all the other CSU campuses as the Faculty Senate recommends, it would have a draconian impact on the budget and our ability to serve students, support staff, or even support faculty. As a result, some additional consequences would include:
 - No allocations for any Strategic Planning initiatives, including the abandonment of systematically addressing tenure-track density. This would ultimately result in no additional faculty to meet student demand, no increased support for faculty research and the elimination of the Faculty Center for Excellence and the employee/staff development center;
 - No allocations for deferred maintenance to address the aging infrastructure and utility needs of campus buildings;

- No additional support for any department and/or program, including academic departments, despite increasing costs as enrollment grows;
- No expansion of academic or non-academic space, including faculty office space or classrooms;
- No additional allocations to university reserves, which enable us to backfill during the inevitable downturns in state support.

Any third-party analysis that recommends taking funds from the Associated Students Inc., the CSUSB Philanthropic Foundation or other non-state accounts is clearly unethical, bordering on illegal. [Our budget and funding sources](#) must be transparent and honest.

The educational needs of our students, both in and out of the classroom, must be our highest priority. There is no question that our distinguished faculty play an essential and meaningful role in student success, but for the Faculty Senate to recommend that we bankrupt every student service across campus would never allow us to meet the goals we collectively identified in the Strategic Plan.

In closing, I want to reiterate that we will always support the needs of our faculty, both in and out of the classroom. The university is ultimately defined by the quality of our faculty and alumni. As validated within the Strategic Plan, we must continue to deliver resources that allow our teacher-scholars to expand their knowledge and contribute to the identity and growth of CSUSB. As long as I am President, that permanent investment will never waver.

Sincerely,

Tomás D. Morales
President