

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3393-19/FA (Rev)
November 14-15, 2019

**NOTIFICATION OF TENURE-TRACK OPENINGS TO INCUMBENT CONTINGENT
FACULTY, LIBRARIANS, COACHES, AND COUNSELORS**

RESOLVED: That the ASCSU recommend that the California State University system (CSU) establish and maintain a database of contingent faculty - Instructional Faculty, Librarians, Coaches and Counselors - who are interested in tenure-track positions within the CSU; and be it further

RESOLVED: That the ASCSU request that the CSU Vice-Chancellor for Human Resources work with the CSU Chief Technology Officer to establish and maintain this database; and be it further

RESOLVED: That the ASCSU request that the CSU Vice-Chancellor for Human Resources reach out to campus Provosts and Vice-Presidents of Academic Affairs to actively promote this database, as well as the CSU Careers on the calstate.edu website, to the campus' contingent faculty; and be it further

RESOLVED: That this resolution be distributed to the CSU Chancellor, CSU Executive Vice Chancellor of Academic and Student Affairs, CSU campus Senate Chairs, CSU Provosts/Vice Presidents of Academic Affairs, California Faculty Association (CFA), and the CSU Board of Trustees.

***RATIONALE:** The CSU employs over 16,000 contingent faculty, librarians, coaches and counselors, many of whom are women and people of color. Contingent faculty, librarians, coaches, and counselors are experienced and have proven themselves capable and willing to commit to the mission of the CSU, including, broadly put, the social justice mission of the CSU. Many of these individuals have the backgrounds and credentials necessary to perform the duties of non-contingent personnel. Hiring incumbent personnel who are contingent not only sends a strong message to the legislature that tenure density is important to the CSU and that the CSU is committed to the professional growth of its personnel, it also saves the CSU money in several ways:*

- *First, it saves money on airfare, hotels, food and other miscellaneous costs surrounding bringing non-CSU personnel to campus. Bringing*

candidates to the CSU from outside costs the CSU hundreds of thousands of dollars every year.

- *Second, it saves money because many, if not most, incumbent CSU employees who would be qualified for non-contingent positions are already receiving benefits, which are currently computed to be over 40% of the cost of a CSU employee. By hiring an incumbent contingent CSU employee, these costs would not be duplicated.*
- *Third, it would save the CSU onboarding costs of hiring the new non-CSU employees.*
- *Fourth, it would save time and money because of the reduction, if not elimination, of the new non-contingent's learning curve with regards to the functioning of the hiring campus at large, the campus' department, and both the campus' and the department's policies and procedures.*
- *Fifth, it would improve campus' climates because contingent employees would see that their current positions are not dead ends. This would spark productivity in research and in service to the campus, the departments, and the campus community at large, further reducing costs.*
- *Sixth, it saves time and money associated with the search committees' duties related to the review and interviewing of candidates, not to mention the impact on other campus personnel's time and effort.*
- *Seventh, women and faculty of color represent a larger percentage of the contingent ranks than they do the tenure-line ranks. This would give search committees the opportunity to hire more women and people of color who are already qualified and in the CSU.*

However, the most important reason to hire incumbent contingent personnel is that it would help the students. Contingent personnel must often find positions outside the university to supplement their income, which means these personnel cannot spend as much time, energy and effort with students that their non-contingent colleagues can. In addition, current contingent personnel are not required to advise students, to do service, or to do research, or to write grants, all of which benefit the university community in both pecuniary and non-pecuniary ways.

Approved Without Dissent – January 23-24, 2020