



# CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS ACADEMIC SENATE RESOLUTION

## Resolution on The Creation of a Non-Tenure Track Faculty Equity Task force

**Resolution #: 21-03**

**Drafted By:** Nancy Dean *et. al.*

**Approval Date:** May 3, 2022

**Purpose:**

A resolution to address systemic inequity experienced by non-tenure track faculty by 1) creating a task force to identify institutional structures, processes, policies, and practices that allow such inequity to exist and 2) develop and implement plans to support non-tenure track faculty including but not limited to budget/resource allocation, shared governance, and campus climate.

**Resolution:**

WHEREAS academia has historically enacted practices that result in the inequitable treatment of non-tenure track faculty; and

WHEREAS inherent bias and inequitable practices are not fully recognized by the practitioners; and

WHEREAS to achieve systemic equity, those who have been impacted by such treatment must be the ones to identify those inequitable practices and work collaboratively with the administration to implement institutional change; and

WHEREAS the president and provost have committed to the creation of a task force to initiate changes in policy to address inequities regarding budget/resource allocation, shared governance, and campus climate faced by non-tenure track faculty.

WHEREAS the Shared Definition of Equity<sup>1</sup> calls for: “increasing justice and fairness through procedures and processes of institutions and systems, as well as through the distribution of resources, so that all students, staff, and faculty have the access and opportunities they need for success and advancement,” and

AND WHEREAS faculty working conditions directly impact student educational outcomes; now

BE IT THEREFORE RESOLVED, That a task force shall be charged with identifying systemic inequities and providing solutions to resolve identified inequities and create a report; and

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<sup>1</sup> Approved by the CI President and the Academic Senate of CI (among others).

BE IT THEREFORE RESOLVED, That the task force membership will be made up of self-nominated faculty, primarily non-tenure track, who have worked at CI to improve equity for our non-tenure track faculty; and

BE IT THEREFORE RESOLVED, That present and in-coming lecturer representatives to the senate who do not apply to serve on the task force shall select its members; and

BE IT THEREFORE RESOLVED, That the task force shall be created before the final day of the spring 2022 semester; and

BE IT THEREFORE RESOLVED, That the provost and president/presidential designee shall meet and confer with the task force at least once during the creation of their report as requested by the taskforce; and

BE IT THEREFORE RESOLVED, That the task force shall create and publicly disseminate a final report of their findings and recommendations by the 21<sup>st</sup> of September, 2022; and

BE IT THEREFORE RESOLVED, That by the end of fall semester 2022, the provost and president shall develop a plan of action in collaboration with the task force to be reported to the Academic Senate no later than the first meeting of spring semester 2023. The administration will be responsible for the implementation to take place no later than the start of the Fall 2023 semester.

BE IT THEREFORE RESOLVED that the task force participants shall be compensated for their time with any combination of stipend and release time appropriate to the time commitment involved over the duration of the task force.

Supporting Documents:

1. <https://www.csuci.edu/president/ie/includes/ie-proposed-shared-definitions-5-19-21.pdf>