



# CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS ACADEMIC SENATE RESOLUTION

## Resolution on the Creation of a Non-Tenure Track Faculty Council

**Resolution #: 22-08**

**Drafted By: Resolution on the Creation of a Non-Tenure Track Faculty Council**

**Approval Date: May 5, 2022**

**Purpose:**

A resolution to create a Non-Tenure Track Faculty Council (Council) as part of the Academic Senate to 1) address systemic inequity experienced by non-tenure track faculty thereby, creating equity for all Channel Islands (CI) faculty, 2) identify institutional structures, processes, policies, and practices that allow such inequity to exist, 3) work with the Academic Senate and administration to enact policies and/or procedures to address such inequity, 4) develop and implement on going plans and actions to support non-tenure track faculty including but not limited to budget/resource allocation, shared governance, advocacy, and campus climate, and 5) work inclusively across campus groups and institutional structures.

**Resolution:**

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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 non-tenure track faculty comprise 47% (by FTEF) of the total CI faculty<sup>1</sup> and teach a wide range of courses including lower-division, upper-division, General Education, and courses dedicated to first year and transfer students; and

WHEREAS the President and Provost supported the creation of a Non-Tenure Track Faculty Task Force in Spring 2022<sup>2</sup> to initiate changes and to create on going systemic efforts in policy to address inequities regarding budget/resource allocation, shared governance, and campus climate faced by non-tenure track faculty; and

WHEREAS the Shared Definition of Equity<sup>2</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 WHEREAS faculty working conditions directly impact student retention, graduation rates, and educational outcomes;

BE IT THEREFORE RESOLVED that a Council shall be established within the Academic Senate and charged with identifying systemic inequities and providing solutions to resolve identified inequities and to develop and implement on going plans and actions to support non-tenure track faculty; and

BE IT THEREFORE RESOLVED that the Academic Senate shall add this Council to the Senate Bylaws; and

BE IT THEREFORE RESOLVED that the Council shall have a representative on the Senate Executive Committee; and

BE IT THEREFORE RESOLVED that the Non-Tenure Track Faculty Task Force will create a Council Charter; and

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

BE IT THEREFORE RESOLVED that members of the Non-Tenure Track Faculty Task Force representatives shall select the inaugural members of the Council as to be prescribed in the Council Charter and Members of the Council will select future members based on the Council Charter; and

BE IT THEREFORE RESOLVED that the Council shall be created before the end of the Spring 2023 semester; and

BE IT THEREFORE RESOLVED that the Council shall create and publicly disseminate annual reports of their processes and activities at the end of each academic year; and

BE IT THEREFORE RESOLVED that the Council officers shall be compensated for their time with any combination of stipend and release time appropriate to the time commitment involved over the Council's duration.

### **Supporting Documents**

1. CSU (California State University) Dashboard Fall Census
2. [NTTF \(Non-Tenure Track Faculty\) Task Force Charge FINAL \(2\).docx](#)
3. <https://www.csuci.edu/president/ie/includes/ie-proposed-shared-definitions-5-19-21.pdf>