



Academic Senate • 1000 E. Victoria • Carson, CA 90747 • WH-A420 • (310) 243-3312

CSUDH ACADEMIC SENATE
Resolution To Support Tenure Under Attack
***W EXEC 17-01**
February 8, 2017

WHEAREAS: Two states (Iowa & Missouri) have recently introduced legislation (Iowa SF 41 <https://www.legis.iowa.gov/legislation/BillBook?ga=87&ba=SF41>; Missouri HB266 <http://house.mo.gov/billtracking/bills171/billpdf/intro/HB0266I.PDF>) that would eliminate the prospect of tenure for newly hired faculty in public universities. California's legislatures have *not* expressed interest in passing similar laws, and in fact, currently the official position of the CSU is that the number of tenure-track faculty should be increased. This increase is necessary because the CSU has seen a significant loss of tenure/tenure-track faculty density as the result of draconian budget cuts at the state and system level; and,

WHEREAS: The American Association of University Professors (AAUP) has ardently asserted the need for tenure-track faculty (<https://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure>), and specifically a case for protection of tenure at "teaching-intensive" colleges and universities (<https://www.aaup.org/report/tenure-and-teaching-intensive-appointments>). One of the most basic reasons for tenure is academic freedom, which ensures faculty members are immune to political intrusion on their research and creative activities as well as their teaching. Tenure is *not* a way of allowing academic faculty, librarians, and counselors to stop working. It is a way to ensure that faculty, librarians, and counselors –whose job it is to think independently– actually do that job. It does not hinder progress in thought or research; in fact, quite the opposite is clear. Tenured faculty, librarians, and counselors are the only ones who can safely propose research on and pursue creative activities about controversial topics. Tenure also allows faculty, librarians, and counselors to work on projects that will not yield results in a short time frame. Projects with long time lines to completion are often needed for a stronger/better understanding of phenomena needed to make decisions that affect current and future generations; and,

WHEREAS: Tenure is neither guaranteed nor given freely. The standard probationary period for university faculty, librarians, and counselors is six years. While standards and practices vary greatly by institution and discipline, significant accomplishment in teaching, scholarly or creative activities, and service to the university and professional community are all required. Reviews are done at several levels by colleagues and administrators to ensure that tenure is earned, not simply given; and,

WHEREAS: Tenure is not the end of professional review for faculty, librarians, and counselors. Indeed, the process of most value in the performance, distribution and publication of creative or scholarly work is "peer review," a long and demanding process to assure the highest quality of creative and scholarly outcomes. In terms of teaching, course evaluations by students and review by colleagues and administrators provide input on classroom performance throughout one's career. Many universities have a well-defined and rigorous system of post-tenure review for promotion and raises, which gives feedback to professors who have already attained tenure. Continual service to the university and its surrounding communities as well as within a professors' discipline are vital to higher education and provide avenues for advancement. Within the AAUP description of principles for tenure, there is an explicit statement that "service should be terminated only for adequate cause," *not* that tenure should be blanket protection from consequences in the case of a real problem; and,

WHEREAS: Tenure is good for students. Faculty without the added load of annual review or traveling between campuses to survive economically can spend more time working to support student success. The Association of American Colleges and Universities notes that “students who take more courses taught by non-tenure-track faculty are less likely to transfer [to universities], and institutions that have more non-tenure-track faculty also have lower retention and graduation rates” (<https://www.aacu.org/liberaleducation/2014/winter/kezar>). Tenure-track faculty have a long term commitment to the university that allows for mentoring students during and after achievement of degree objectives. Students are able to build relationships with faculty, librarians, and counselors available for years. Students taught and mentored by tenured faculty, librarians, and counselors have a model for free thinking and will be more likely to think independently themselves. Additionally, tenured faculty, librarians, and counselors are able to experiment with new learning strategies that often lead to higher learning outcomes. Independent critical thought, models of long-term commitment, and moreover, the protections assured by tenure provide for stronger, more rigorous and academically viable student learning environments; and,

WHEREAS: Tenure is good for the institution. It is noteworthy that if some institutions remove the prospect of tenure, they will be at a serious disadvantage in hiring the best new faculty, librarians, and counselors. The business of running a university is a large task and the model of “shared governance” requires input from faculty, librarians, and counselors who are insulated from reprisal by the institution for speaking freely and openly about all issues of importance to the university. Tenure also contributes to workforce stability and institutional memory. Both are essential for the strong functioning of the university. Tenured faculty, librarians, and counselors serve on department, college, and university-level committees essential to the daily functioning of the campus. State university systems depend on tenured faculty, librarians, and counselors to serve at the university-system level to guarantee the strength and growth of the system to serve local, state, and national social, political, economic, and cultural needs. Tenure allows research to move forward to support the goals of the university and society. Tenured faculty, librarians, and counselors shape the future leaders of the nation and the world.

RESOLVED: We, the ASCSUDH, stand with our colleagues in Iowa, Missouri, and any other place where the prospect of removal of the tenure system is under consideration; and,

RESOLVED: That the ASCSUDH Executive *W Exec 17-01 be distributed to the following:

- The California State University, Dominguez Hills President, Provost, Deans, and Chairs’ Council for each college, and the Associated Students, Inc.
- The Chancellor of California State University
- The Academic Senate of the California State University
- The Iowa State University President
- The Iowa State University Faculty Senate
- The Iowa State Legislature
- The Governor of Iowa
- The Missouri State University President
- The Missouri State University Faculty Senate
- The Missouri State Legislature
- The Governor of Missouri