Resolution Number: RF03-220
September, 2003

Ways to Address Reductions in Work Available for Temporary Faculty

WHEREAS It is now clear that the ongoing unprecedented budget crisis in California will limit the work available to temporary faculty in the CSU generally and at SFSU in particular; and

WHEREAS This crisis offers faculty, including department chairs and program directors, very few positive choices; and

WHEREAS The Academic Senate of SFSU has on many occasions stated its view that temporary faculty should be accorded the same degree of respect accorded to permanent faculty; therefore be it

RESOLVED That the Academic Senate SFSU urge department chairs and program directors to make a good-faith effort to protect the work assignments and the welfare of currently-employed lecturers, including but not limited to such actions as

- asking lecturers to submit comprehensive lists of all work for which they are qualified (e.g., classes they believe they are qualified to teach) on the Application for Subsequent Temporary Faculty Appointment;
- distributing this form at the time they are scheduling classes for the following semester until the budget crisis ends;
- asking lecturers to provide accurate and current contact information so they can be reached during semester breaks;
- maintaining updated lists of all entitled lecturers as well as those who have three-year appointments so they can be notified if work becomes available, and making documented good-faith efforts to contact these lecturers during winter and other breaks;
referring temporary faculty whose time-bases are reduced to the office of Human Resources for information about matters such as maintaining benefits; unemployment rights; retirement options; and further be it

**RESOLVED** That the Academic Senate SFSU urge all temporary faculty to notify their chairs in writing, no later than the last day of finals week each semester, that they are available for additional work should it become available, and to consult CFA if they have questions about entitlement, procedures for remaining in employment pools, or other such questions; and further be it

**RESOLVED** That the Academic Senate SFSU invite the office of Human Resources to participate actively in all processes that might reduce the negative effect of the crisis on all faculty and, indirectly, students.

*** APPROVED by the Academic Senate at its meeting on November 18, 2003 ***