

To: Faculty Senate

From: Dr. Rebecca R. Bryan and Mr. Ross Borden

Date: 4 April 2023

Re: Proposed Resolution on Staffing Requirements

RATIONALE:

WHEREAS comprehensive planning is needed to match student enrollment with staffing capabilities in programs/departments; and

WHEREAS other public higher education systems (e.g., The California State University) have a mechanism for programs/departments to file for impaction to manage enrollment; and

WHEREAS a mismatch between enrollment planning and resource allocation to programs/departments with increasing student loads has resulted in structural dysfunctions that create inequitable workloads and unmanageable staffing shortages in some departments (SUNY Cortland Department Annual Report Data); and

WHEREAS some departments have had no choice but to press full-time faculty to accept teaching overloads every semester; and

WHEREAS some departments have faculty advisement loads that are too large to enable adequate advisement time to students (SUNY Cortland Department Annual Report Data); and

WHEREAS the administrative needs of programs/departments with extensive student certification, student teaching, and field placement requirements have placed an unreasonable workload on support staff; and

WHEREAS the over-enrollment of some programs/departments has created a shortage of classroom and other teaching spaces; and

WHEREAS some programs/departments that have experienced consistent faculty teaching overloads and support staff overload are experiencing an unproductive turnover of faculty and staff as employees find their workloads unmanageable; and

WHEREAS the above conditions are grossly inadequate to meet the teaching, advisement, and other forms of support students need to succeed; and

WHEREAS the chronic teaching of overloads negatively impacts one's research and service obligations for continuing appointment and promotion; and

WHEREAS the above conditions are having a severe negative impact on employee health and morale and constitute a dire emergency that should be addressed immediately;

RESOLUTION:

THEREFORE BE IT RESOLVED, that the Faculty Senate call upon the campus administration to immediately assess the impact of undergraduate and graduate enrollment plans for 2023-24 to develop a practical mechanism (e.g., impaction) for determining enrollment targets in programs/departments based on staffing, academic teaching space available, curriculum requirements, and field placement requirements, utilizing input from programs/departments that self-identify as experiencing a current staffing crisis; and

FURTHER BE IT RESOLVED, that the Faculty Senate call upon the campus administration to immediately provide resources to programs/departments experiencing unmanageable advisement workloads to enable them to hire another part-time or full-time academic advisor housed within the program/ department; and

FURTHER BE IT RESOLVED, that the Faculty Senate call upon the campus administration to report on the above actions before the end of the Spring 2023 semester, clarifying immediate steps taken and a timeline for longer-term strategic goals.

BACKGROUND:

The California State University (CSU), <https://www.calstate.edu/csu-system/news/Pages/What-is-%E2%80%98Impaction%E2%80%99.aspx>; at Chico State, <https://catalog.csuchico.edu/undergraduate-requirements/admissions-undergraduate/>; at Sonoma State, <https://admissions.sonoma.edu/how-apply/impacted-majors/first-time-freshman-impacted-major-criteria>

SUNY Cortland Department Annual Report Data (enrollment & faculty workload trends): <https://www2.cortland.edu/offices/institutional-research-and-assessment/institutional-reporting/internal-reports/annual-report-.dot>