WHEREAS the Senate understands the need for budget changes that respond to the financial strains created by the COVID pandemic;

WHEREAS the Senate urges the Administration to engage faculty in planning these budget changes in the spirit of shared governance;

BE IT RESOLVED that the Academic Senate hereby endorses and recommends that the University’s response to the financial strains created by the COVID pandemic should be guided by the following principles:

1. Faculty must have a leading voice in decisions concerning the educational and research mission of the university, as well as their working conditions. A representative or representatives of the Faculty must be included immediately in the making of decisions having profound impact on their lives, livelihoods, and the academic mission of the university of which they are principal stewards. At a minimum, this means the immediate inclusion of the President of the Academic Senate in the decision-making bodies having responsibility for developing the University’s strategy for addressing the budget crisis.

2. The Senate and the Provost shall jointly appoint a Faculty Budget Advisory Committee that will have access to all relevant data, including sufficiently detailed university-, school-, and unit-level budget data. The Faculty Budget Advisory Committee would be consulted by the senior administrators before making or modifying decisions in response to the financial crisis created by the COVID epidemic.

3. The burdens of budget reductions should be shared by everyone in a progressive and equitable way, without disproportionately impacting those who are particularly vulnerable due to their employment, financial, or health status.

4. Health should be the highest priority. There is risk in every choice we make, but financial exigencies (for the university, the school/unit, or the individual) should not be allowed to add to the health risks we face.

5. COVID budget pressures should not drive changes in the composition of faculty across different tracks (e.g., tenure, teaching, clinical, or research track). The composition of the faculty should be driven by our mission, not our budget.

6. COVID budget pressures should not lead to a loss of ethnic, racial, gender or any other kind of diversity in the faculty ranks.

7. If COVID budget pressures result in a degradation of employment conditions (e.g., expected hours, compensation, and benefits), the
The university should return to normal conditions as soon as possible. Any longer-term changes in these areas should be brought to the elected faculty representatives for discussion and shared decision-making.

Resolution Number: 19/20-08  
Motion by: Larry Gross  
Date: May 26, 2020  
Second by: Rebeca Brown  
Action taken: motion passed with 36 in favor, 1 opposed, and 0 abstentions.