

1 **ACADEMIC SENATE**
2 **Resolution 19/20-08**
3 **Key Shared Governance Principles**
4

5 WHEREAS the Senate understands the need for budget changes that
6 respond to the financial strains created by the COVID pandemic;
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8 WHEREAS the Senate urges the Administration to engage faculty in
9 planning these budget changes in the spirit of shared governance;
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11 BE IT RESOLVED that the Academic Senate hereby endorses and
12 recommends that the University's response to the financial strains
13 created by the COVID pandemic should be guided by the following
14 principles:
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16 1. Faculty must have a leading voice in decisions concerning the
17 educational and research mission of the university, as well as their
18 working conditions. A representative or representatives of the Faculty
19 must be included immediately in the making of decisions having
20 profound impact on their lives, livelihoods, and the academic mission of
21 the university of which they are principal stewards. At a minimum, this
22 means the immediate inclusion of the President of the Academic Senate
23 in the decision-making bodies having responsibility for developing the
24 University's strategy for addressing the budget crisis.

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

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

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

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

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

44 7. If COVID budget pressures result in a degradation of employment
45 conditions (e.g., expected hours, compensation, and benefits), the

46 university should return to normal conditions as soon as possible. Any
47 longer-term changes in these areas should be brought to the elected
48 faculty representatives for discussion and shared decision-making.

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51 Resolution Number: 19/20-08

Motion by: Larry Gross

52 Date: May 26, 2020

Second by: Rebeca Brown

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54 Action taken: motion passed with 36 in favor, 1 opposed, and 0
55 abstentions.

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