

California State University, San Bernardino Faculty Senate Resolution in Support of Using Reserves to Mitigate Layoffs and Increased Workloads at CSU Campuses

Date: February 4, 2025

WHEREAS, the California State University (CSU) system is committed to fostering equity, inclusion, and access to high-quality education, which requires maintaining a stable and supportive environment for students, faculty, and staff; and

WHEREAS, California State University, San Bernardino's Mission Statement, sets out to "promote each other's growth and success and enhance the vitality of our region through active learning, effective mentoring, impactful scholarship, and civic engagement" through dedication to its core values of "progress, community, access, and kindness;" and

WHEREAS, California State University, San Bernardino has received numerous accolades including being named one of the best universities in the West by the Princeton Review, 2025, Best Colleges, listed as one of the best colleges in the nation at no. 46 and named a top institution for social mobility by the Wall Street Journal, 2025, America's Best Colleges, to name just a few; and

WHEREAS, this recognition has been obtained through the dedication of the faculty, counselors, librarians, coaches, and staff, who employ student-focused practices, academic support, and high impact practices including service learning in the community and course-based and independent study research experiences; and,

WHEREAS, budget mitigation steps have resulted in the administration directing colleges and departments to increase class sizes, consolidate sections, cancel specialty courses, retract assigned time, reduce research and travel funds, and freeze supervision courses, which has directly undermined the campuses' mission, and resulted in layoffs, and significantly increased workload among faculty and staff; and

WHEREAS, in solidarity with other CSU campuses, such as Sonoma State, that have experienced devastating cuts to faculty, staff, and instructional support programs, which has resulted in the gutting of entire campuses and the undercutting of the CSU's mission; and

WHEREAS, as of June 30, 2024, the CSU system reported over \$2.5 billion in total core reserves, including \$766 million in uncommitted funds, specifically set aside to support the "core operations of the university" and address budget gaps during periods of economic uncertainty; and

WHEREAS, layoffs of faculty and staff undermine the mission and operational capacity of CSU campuses, disproportionately affecting students by reducing course availability, increasing class sizes and diminishing the quality of education and student support services; and

WHEREAS, increased workloads for remaining faculty and staff, including higher course caps, cancellation of courses, and retraction of assigned time further exacerbate these impacts,

undermining the quality of education resulting in shrinking programs and discouraging more students from attending, and reducing morale among employees; and

WHEREAS, the CSU's stated purpose for maintaining reserves includes mitigating financial challenges and ensuring the continuity of operations during budget shortfalls, making such reserves an appropriate resource to prevent layoffs, mitigate increased workloads, and sustain the system's academic mission; and

WHEREAS, the use of reserves to avoid layoffs and mitigate increased workloads aligns with principles of shared governance, fiscal responsibility, and a commitment to maintaining the well-being of the CSU community; therefore, be it

RESOLVED, that the California State University, San Bernardino Faculty Senate (Faculty Senate) strongly urges the CSU Board of Trustees and the Chancellor's Office to prioritize the use of available reserves, including uncommitted core reserve funds, to address budget gaps, prevent faculty and staff layoffs, and mitigate increased workloads such as higher course caps and course cancellations across CSU campuses; and be it further

RESOLVED, that the Faculty Senate recognizes the importance of safeguarding these funds for long-term stability but asserts that the current economic challenges necessitate their deployment to uphold the CSU's mission and minimize harm to students and employees; and be it further

RESOLVED, that the Faculty Senate calls upon the CSU system to transparently communicate the status and intended use of reserve funds, ensuring accountability and alignment with the stated purpose of supporting core operations during times of financial strain; and be it further

RESOLVED, that the Faculty Senate calls on the CSU Board of Trustees and the Chancellor's Office to advocate for the interests of the CSU system and use reserves to reverse the budget mitigation measures, including, but not limited to the return of course caps, assigned time, workload, and number of seminars to their prior levels; and be it further

RESOLVED, that copies of this resolution be distributed to the CSU Board of Trustees, the CSU Chancellor's Office, campus presidents, and faculty governance bodies across the CSU system to encourage a unified approach to addressing budgetary challenges without resorting to layoffs or increased workloads.

Approved by the CSUSB Faculty Senate on February 4, 2025.