

## **RESOLUTION TO FIGHT MANAGEMENT BLOAT AND RETURN TO THE ACADEMIC MISSION OF THE CSU**

Endorsements:

Black Caucus  
Librarian's Committee  
APIDA Caucus  
Lecturer's Council  
LGBTQIA Caucus  
Disability Caucus  
PAM Caucus

WHEREAS, the mission of a university is to teach and, therefore, the majority of funds should be going directly to faculty or students; and

WHEREAS, since the late 1980s the number of faculty in many departments has roughly halved, while the number of administrators has exploded increasing more than 300% since that time; and

WHEREAS, this has resulted in significantly higher workloads for faculty and worse options for students as the number of students in many lower division classes has tripled or even quadrupled; and

WHEREAS, managers earn significantly more than the typical full professors and are regularly given double-digit annual raises (see supplemental document), while these same managers reject faculty salary increases necessary to keep up with inflation; and

WHEREAS, the CSU management builds vanity projects and significantly reduces facilities and academic department staff, while steadily increasing their own compensation; and

WHEREAS, the CSU management has conspired to raise tuition and fees on students, squandering this money on even more managers, while students increasingly find themselves homeless, food insecure, and in unmanageable debt, and

WHEREAS, the decline of academic positions particularly tenure-track directly reduce the power of the CFA both in terms of membership and potential dues; and

WHEREAS, the management increasingly relies on expensive consultants despite having more highly paid managers than ever before; and

WHEREAS, shifting resources from management to academics will reduce class sizes, increase direct mentorship opportunities, and increase student access to academic support staff because multiple tenure-track faculty and/or departmental staff members can be hired on the salary and benefits of a single Director, Associate Vice President, or Vice President; and

WHEREAS, the administrative bloat poses an existential crisis to the CSU and Higher Education in general as it steadily erodes its core academic mission; and

WHEREAS, as of 2022 the CSU was expending only 34% of its budget on instruction, therefore let it be

RESOLVED that the CFA will fight for the CSU system to commit over half its funds (53%, the percentage in the early 1990s) of all its funding on instruction (non-administrative), which is the core mission of the university; and be it further

RESOLVED that the CFA advocate that this figure will be achieved by the gradual transfer of money spent on management and their staff instead of continual increases in tuition and fees; and be it finally

RESOLVED the CFA will fight to retain the ratio of instructional funding moving forwards to benefit both the instructional mission of the CSU and the power of the CFA.