

## Statement to the Colorado State University Board of Governors

Jane M Fraser

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My name is Jane Fraser. I am president of the CSU-Pueblo chapter of AAUP, the American Association for University Professors. The AAUP is one voice for faculty on this campus.

The university has focused recently on the recruitment and retention of students. That focus has had mixed success. Retention is up, but enrollment of new first year students is down 24% compared to the same time last year.

Efforts to recruit and retain students depend crucially on the ability of the university to recruit and retain the faculty who design and deliver the academic programs. We in the AAUP do not have data on the turnover of faculty, but many faculty members have told us that morale is low and turnover is high.

In fall 2013, President Di Mare charged the University Board for Diversity and Equality to conduct a Campus Climate Survey of all employees at CSU-Pueblo. Some commonly expressed opinions from that survey were that the university does not prioritize academics or faculty, that faculty salaries are low, and that it is hard to recruit and retain faculty. Indeed, the CSU-Pueblo faculty have received one raise in the last 8 years.

We believe that recruitment and retention of high quality faculty is essential to the success of our students. A focus on recruitment and retention of students without a matching focus on faculty is not a sustainable and successful strategy.

In order to support a focus on faculty at CSU-Pueblo, we request that the Board take action by asking the CSU-Pueblo administration for (1) information on faculty turnover in the last five years and (2) a plan to improve the recruitment and retention of faculty. We also ask for (3) a commitment by the Board to provide resources to support raises for faculty at CSU-Pueblo whenever faculty members at CSU-Fort Collins receive raises.

Thank you.