



**Solidarity with USF Faculty**  
Resolution 22-23-16

April 26, 2023

Dear President Paul Fitzgerald,

During the ASUSF General Senate Meeting on March 9th, 2023, University of San Francisco Faculty Association (USFFA) President, Michael Webber, shared updates about the impact of the university's budget constraints on the faculty's quality of life.

As students, we are painfully aware of the struggles the University faces as a result of the financial crises from the Covid pandemic. We recognize the difficult decisions the University makes to ensure that all the University's needs are met; however, it is essential to recognize in the decision-making process that the quality of life of both our full-time and part-time faculty members has a direct impact on the holistic success of every student. Recalling the protest held in 2022, the support for faculty extends to the student body; our success as an institution is intrinsically dependent on our teachers' well-being.

In light of this, it is important to recognize faculty members' continual pay stagnation for four years (2019-2023). Although USF faculty received a pay raise last fiscal year, this was solely an attempt to mitigate the rising cost of inflation and failed to reach pre-Covid levels. This salary situation has resulted in faculty struggling financially to exist happily and healthily within one of the wealthiest cities in the world—especially when taking into consideration the difficulties of teaching while raising children, long commutes, and the additional responsibilities corresponding with vacant faculty positions.

As per the ASUSF Spring Town Hall Statement, we cannot continue to rely on tuition increases as the sole means for USF's revenues. We implore the University to heed the concerns raised in the ASUSF Spring Town Hall Statement[1] and diversify its revenue sources so that faculty's needs are met without having students pay that much more for tuition.

The Associated Students of the University of San Francisco (ASUSF) is proud to stand alongside the USF Faculty in its time of need. We call for greater attention to be drawn towards faculty and the below-listed recommendations to improve their experience:

- Filling vacant positions
- Promptly renewing teacher contracts
- Streamlining and diversifying the tenure and promotion work
- Creation or expansion of childcare and healthcare services and benefits
- Protecting the faculty's academic freedoms

[1] From: <https://myusf.usfca.edu/sites/default/files/users/bmantovani/ASUSF%20Statement%20in%20Response%20to%20Tuition%20Increase.pdf>



Together, through open dialogue and a commitment to *Cura Personalis*, we can create a better USF, and promote a supportive classroom environment for all students and faculty.

In community,  
Associated Students University of San Francisco (ASUSF) Senate

**Submitted By:**

Forrest Cameron, *At-Large Off Campus Student Representative*

**Supported By:**

Professor Michael Webber, *President of the USF Faculty Association*

Professor Michael Hammond, *President of the USF Part-Time Faculty Association*

Professor Julia Schulte, *Treasurer of the USF Part-Time Faculty Association*

*The USF Faculty Association*

*USF Part-Time Faculty Association*

**Presented to the Senate on:**

April 5, 2023

**Passed by the Senate on:**

April 26, 2023

**Signed by:**

Ethan Lee-Bellows,  
ASUSF President