



Department of Geography, Environment, and Spatial Analysis • Arcata, CA 95521

October 25, 2019

Humboldt State University  
University Senate

Dear University Senate,

We the undersigned from the Department of Geography, Environment, and Spatial Analysis are in full support of the following statement from the Department of Environmental Science and Management read by Dr. Steve Martin at the last University Senate Meeting on 10/15/19.

“Dear University Senate,

The Department of Environmental Science and Management would like to take this opportunity to weigh in on the issue of excess enrollment units. We know that a resolution on this subject is before the Senate today, and want to express our view on this issue. In 2018, the HSU administration decided that faculty would no longer receive excess enrollment units for the large lecture courses they teach. Prior to that action, during the previous few years, at least eight faculty from our department received excess enrollment units. This was the case because we taught many large lecture courses, after the university had spent years encouraging such courses be taught in the interest of cost savings. Once these courses became the norm, compensation for teaching large lecture courses, via excess enrollment units, was halted.


The unilateral action of eliminating excess enrollment units is dispiriting to our faculty, and significantly influencing the quality of education we offer our students. Simply put, faculty members have to do more work for the same amount of pay. Some faculty in our department have had to increase their workload by 20% to maintain their full-time teaching loads. Being offered a grader in lieu of excess enrollment units, has not come close to offsetting this increased workload. We recognize that faculty in some departments, even whole departments, have historically taught relatively small courses, and so this issue is less personal to them. Nonetheless, we encourage every member of the university community to support the resolution that is before you today – to bring back the excess enrollment units for faculty teaching large lectures. If we aspire to increase recruitment, retention, and teaching effectiveness this action seems only logical. One’s workload when teaching 20 students is very different than when teaching 120 students or more, but they are now compensated identically (all else being equal). Office hours, grading assignments not appropriate for a grader, responding to emails, writing letters of recommendation, accommodating student needs, and simply stopping to speak with students are workloads that scale with class size. All of these valuable services to our students are being degraded when faculty must teach more to maintain full time workloads. If, as a

university, we believe in putting students first, improving teaching quality, and fairly compensating our colleagues with larger workloads, supporting this resolution is a good first step.

The Department of Environmental Science and Management faculty wholeheartedly endorse the "Resolution on Excess Enrollment Policy" - 02-19/20-FAC, and we encourage all of you to support it too."

Sincerely,

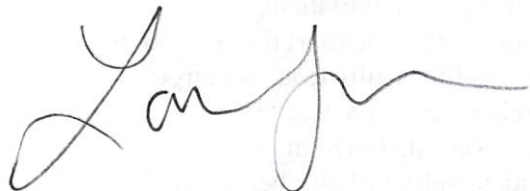
Rosemary Shively  
John Lee  
Koch

 - SARAH RAY, ENST

M.A. Densik



Deepti Chatti - DEEPTI CHATTI, ENST

 - LAURA JOHNSON, GEOG