

**California State University Maritime Academy Faculty Senate**

research awards that can seed new collaborations or provide for course release time, inefficient practices for hiring students as research associates, etc.), even compared to non-R1 institutions, and that the widening of this gap will only make faculty recruitment and retention more difficult;

WHEREAS: Two of the three most recent award recipients at Cal Maritime for Outstanding Scholarship have resigned their tenure-track positions for other opportunities at institutions with budget models and administrative practices more resembling what is proposed below, and that both resignations, it is noted, caused these faculty to sacrifice seniority in the tenure-track to start anew;

RESOLVED: That the President commit to a line item in the budget of each year to help build scholarly activities in the Strategic Plan and the RTP process;

RESOLVED: That the Administration commit to finance course release (buy-out) for scholarly activities and budget these at the cost of a *lecturer replacement*, in fidelity to the practical cost of having a faculty member be replaced for a term in order to pursue scholarly work, and that these buy-