

Adopted: February 10, 1998

**ACADEMIC SENATE
Of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA**

**AS-491-98
RESOLUTION ON
FACULTY SALARIES**

RESOLVED: That the Academic Senate of Cal Poly endorse the attached CSU Academic Senate resolution on faculty salary gap.

Proposed by: Academic Senate Executive Committee
Date: January 27, 1998

RESOLVED: That the Academic Senate of the California State University urge the Chancellor to develop and the Board of Trustees to approve a proposal to augment the CSU 1998-99 Support Budget by an amount appropriate to reducing the CSU faculty salary gap by at least one-third in FY 1998-99; and be it further

RESOLVED: That the Academic Senate CSU urge the Chancellor to develop and the Board of Trustees to approve and publish a plan for eliminating the entire CSU faculty salary gap by Fiscal Year 2000-2001.

RATIONALE: Over the past 10 months, Chancellor Barry Munitz and Board of Trustees Chair Martha Fallgatter have expressed the need for and intention to develop a plan for reducing the CSU faculty salary gap. At this time, no such plan exists and the gap has increased to 11.2 percent.

The original CSU 1998-99 Support Budget Proposal was submitted to the Department of Finance in October, 1997, in accordance with the terms of the existing budget compact and estimates of state revenues. Since that time, state revenues have risen dramatically. It is appropriate for the CSU to formulate a proposal to augment the original budget to address this and other needs that both the faculty and the administration have agreed are vital to the future of the CSU.

The CSU is entering a period in which large numbers of faculty hired during the vast expansion of the system during the 1960s will be retiring. Without a competitive salary structure CSU campuses will be severely disadvantaged in hiring **replacements** for retiring faculty to the detriment of educational quality. In addition, existing CSU faculty, most of whom have endured the lean years of the 1990s budget reductions, deserve compensation at least equivalent to the average of their national peers.

As well, the CSU has other pressing needs, such as physical plant maintenance, instructional equipment replacement, and library acquisitions and support, that should be addressed in a budget augmentation proposal. The faculty would support an augmentation proposal that includes a comprehensive package of items critical to the future of the CSU so long as closing the faculty salary gap is the top priority.

*me
WJ
WJH*

RECEIVED

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CAL POLY

State of California

Memorandum

Academic Senate

SAN LUIS OBISPO
CA 93407

To: Myron Hood
Chair, Academic Senate

Date: September 18, 1998

From: 
Warren J. Baker
President

Copies: Paul I. Zingg

Subject: AS-489-98, Resolution on CSU Presidents' Pay Raises
AS-491-98, Resolution on Faculty Salaries

I acknowledge receipt of the above-entitled resolutions.

I appreciate the Senate's concern regarding faculty salaries, and I will continue to advocate strongly with the Chancellor and my presidential colleagues the need to take clear and certain steps to improve compensation packages for all CSU employees.