WHEREAS, The majority of Cal Poly faculty and staff have not received any meaningful salary raises in recent years; and

WHEREAS, The number of tenure and tenure-track positions has declined reducing tenured density (percentage of tenured/tenure track positions to total faculty workforce) from 70% in 2007 to 66.6% in 2014\(^1\) and raising the student-to-TT faculty ratio, and

WHEREAS, During the same period the number of management positions has increased from 164.3 FTE in 2007 to 225.6 FTE in 2014\(^2\), an increase of 37%; reducing the student to admin. ratio to one of the lowest among 23 CSU campuses\(^3\) and increasing administration cost per student to one of the highest among 23 CSU campuses\(^4\), and

WHEREAS, Some administrative salaries and raises outweigh compensation for faculty and staff by large percentages; and

WHEREAS, All available data point to a budget process favoring recruitment and retention of highly paid administrators versus recruitment and retention of highly qualified faculty and staff; therefore be it

RESOLVED: That the Cal Poly Academic Senate request that:

1) President Armstrong and Provost Enz Finken place a moratorium on the recruitment of any new management positions until tenure density is raised to at least 75% and the SFR is reduced to 18:1. Exceptions to this may be made in unusual cases and only after consultation with and approval from the academic senate; and

---

\(^1\) See Attachment #1
\(^2\) See Attachment #1
\(^3\) Student/Admin. Ratio is 76/1, Attachment #2, The Sacramento Bee, State Worker Salary Database.
\(^4\) Admin Cost/Student is $1,226.36, Attachment #2, The Sacramento Bee, State Worker Salary Database.
28   2) Future raises for management positions do not exceed the average
29   percentage of General Salary Increases (GSI) for faculty and staff; and
30
31   3) State allocation for the administrative budget shall not grow at a rate faster
32   than that of the instruction budget. Exceptions to this may be made in
33   unusual cases and only after consultation with and approval from the
34   Academic Senate; and
35
36   4) Salary and salary raises for management positions be posted prominently on
37   the Cal Poly website every year; and
38
39   5) Cal Poly follow a transparent budget allocation system in full and meaningful
40   consultation with faculty and staff, and be it further
41
42   RESOLVED: That this resolution be forwarded to Chancellor White, the CSU Board
43   of Trustees, the CSU Academic Senate (ASCSU), and other CSU campus
44   Academic Senate Chairs.

Proposed by: Manzar Foroohar, ASCSU Senator
Date: April 17, 2015
Revised: May 5, 2015
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Source: CSU Systemwide Human Resources and CSU Academic Human Resources
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Source: State Worker Salary Database, The Sacramento Bee

Notes:
1. CP has highest avg. salary for Admin 4 and 3.
2. Obviously, support staff costs per administrator should be considered

Attachment 2
To: Gary Laver  
Chair, Academic Senate

From: Jeffrey D. Armstrong  
President

Date: June 30, 2015

Copies: K. Enz Finken  
A. Liddicoat  
B. Gallagher

Subject: Response to Academic Senate Resolution AS-795-15  
Resolution on Faculty, Staff and Management Compensation

This memo formally acknowledges receipt of the above-entitled Academic Senate resolution.