

Adopted: January 20, 1998

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

**AS-489-98  
RESOLUTION ON  
CSU PRESIDENTS' PAY RAISES**

- WHEREAS, The 1998/99 Support Budget for the CSU proposes to increase the CSU Executives' salary by an average of 10%; and
- WHEREAS, This same budget proposes only a 4% increase in the total compensation package (including general salary adjustments, service based salary increases, performance based salary adjustments and benefit changes) for non-executive employees; and
- WHEREAS, Such a 4% compensation package will most likely further increase the lag in faculty salaries within the ranks of CPEC comparison institutions; and
- WHEREAS, The Academic Senate of Cal Poly is dismayed and disappointed that the Trustees of the CSU would support this type of divisive compensation package; therefore, be it
- RESOLVED: That the Academic Senate of Cal Poly strongly urge the Trustees of the CSU to rescind this disparate action and propose an adequate compensation package for faculty and staff that would seriously begin to reduce the growing lag in our salaries; and, be it further
- RESOLVED: That the Trustees of the CSU suspend the Performance Salary Step Increase program until the faculty salary lag has been appreciably reduced.

Proposed by: George Lewis, CSM  
Date: October 14, 1997  
Revised: January 20, 1998

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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

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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.