

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

AS-795-15

**RESOLUTION ON FACULTY, STAFF, AND MANAGEMENT
COMPENSATION**

- 1 WHEREAS, The majority of Cal Poly faculty and staff have not received any
2 meaningful salary raises in recent years; and
3
- 4 WHEREAS, The number of tenure and tenure-track positions has declined
5 reducing tenured density (percentage of tenured/tenure track
6 positions to total faculty workforce) from 70% in 2007 to 66.6% in
7 2014¹ and raising the student-to-TT faculty ratio, and
8
- 9 WHEREAS, During the same period the number of management positions has
10 increased from 164.3 FTE in 2007 to 225.6 FTE in 2014², an increase
11 of 37%; reducing the student to admin. ratio to one of the lowest
12 among 23 CSU campuses³ and increasing administration cost per
13 student to one of the highest among 23 CSU campuses⁴, and
14
- 15 WHEREAS, Some administrative salaries and raises outweigh compensation for
16 faculty and staff by large percentages; and
17
- 18 WHEREAS, All available data point to a budget process favoring recruitment and
19 retention of highly paid administrators versus recruitment and
20 retention of highly qualified faculty and staff; therefore be it
21
- 22 RESOLVED: That the Cal Poly Academic Senate request that:
23 1) President Armstrong and Provost Enz Finken place a moratorium on the
24 recruitment of any new management positions until tenure density is raised
25 to at least 75% and the SFR is reduced to 18:1. Exceptions to this may be
26 made in unusual cases and only after consultation with and approval from
27 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

Cal Poly, San Luis Obispo

FTE Management Personnel Plan and Faculty Employment Trends, 2007-2014

	2007	2008	2009	2010	2011	2012	2013	2014
Management Personnel Plan (MPP)	164.3	188.5	177.8	166	169	175.1	184.1	225.6
Tenure-Track	643.2	670.5	668.5	634.5	630.5	630.8	622.6	633.4
Lecturers	275.4	266.2	239	244.3	262.8	255.2	289.3	317.2
Tenure density	70.00%	71.60%	73.70%	72.20%	70.60%	71.20%	68.30%	66.60%

Source: CSU Systemwide Human Resources and CSU Academic Human Resources

AY 2014

		Admin 4		Admin 3		Admin 2		Admin 1				
	Total									Total Admin		
CSU University	Enrollment	No.	Cost	No.	Cost	No.	Cost	No.	Cost	Costs (ex. Pres)	Admin Cost/Student	Student/Admin Ratio
Cal Poly	19703	22	\$4,070,000	43	\$8,906,000	101	\$7,777,000	62	\$3,410,000	\$24,163,000	\$1,226.36	76
Fresno St.	23060	38	\$5,244,000	37	\$3,700,000	69	\$5,175,000	39	\$2,145,000	\$16,264,000	\$705.29	126
Sac State	28811	20	\$3,040,000	59	\$6,431,000	95	\$7,410,000	35	\$1,995,000	\$18,876,000	\$655.17	138
San Diego	32758	41	\$7,175,000	67	\$7,839,000	125	\$10,000,000	102	\$5,304,000	\$30,318,000	\$925.51	98
San Jose	31278	36	\$6,192,000	68	\$7,548,000	87	\$6,960,000	17	\$935,000	\$21,635,000	\$691.70	150
San Francisco	29905	39	\$5,577,000	57	\$5,928,000	84	\$6,216,000	2	\$108,000	\$17,829,000	\$596.19	164
Long Beach	35586	27	\$4,455,000	74	\$8,288,000	121	\$8,833,000	28	\$1,523,200	\$23,099,200	\$649.11	142
Northridge	38310	19	\$3,382,000	62	\$7,440,000	97	\$7,750,300	36	\$2,199,600	\$20,771,900	\$542.21	179

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

State of California
M e m o r a n d u m

CAL POLY
SAN LUIS OBISPO

To: Gary Laver
Chair, Academic Senate

Date: June 30, 2015

From: Jeffrey D. Armstrong
President

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.