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, 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, an increase of 37%; reducing the student to admin. ratio to one of the lowest among 23 CSU campuses and increasing administration cost per student to one of the highest among 23 CSU campuses, 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 Enx 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

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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.
2) Future raises for management positions do not exceed the average percentage of General Salary Increases (GSI) for faculty and staff; and

3) State allocation for the administrative budget shall not grow at a rate faster than that of the instruction budget. Exceptions to this may be made in unusual cases and only after consultation with and approval from the Academic Senate; and

4) Salary and salary raises for management positions be posted prominently on the Cal Poly website every year; and

5) Cal Poly follow a transparent budget allocation system in full and meaningful consultation with faculty and staff, and be it further

RESOLVED: That this resolution be forwarded to Chancellor White, the CSU Board of Trustees, the CSU Academic Senate (ASCSU), and other CSU campus 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**

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

Source: CSU Systemwide Human Resources and CSU Academic Human Resources

Attachment 1
## AY 2014

<table>
<thead>
<tr>
<th>CSU University</th>
<th>Total Enrollment</th>
<th>No.</th>
<th>Admin 4 Cost</th>
<th>No.</th>
<th>Admin 3 Cost</th>
<th>No.</th>
<th>Admin 2 Cost</th>
<th>No.</th>
<th>Admin 1 Cost</th>
<th>Total Admin Costs (ex. Pres)</th>
<th>Admin Cost/Student</th>
<th>Student/Admin Ratio</th>
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<tbody>
<tr>
<td>Cal Poly</td>
<td>19703</td>
<td>40</td>
<td>$4,070,000</td>
<td>15</td>
<td>$8,906,000</td>
<td>101</td>
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<td>62</td>
<td>$3,410,000</td>
<td>$24,163,000</td>
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<tr>
<td>Fresno St.</td>
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<td>37</td>
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<td>69</td>
<td>$5,175,000</td>
<td>39</td>
<td>$2,145,000</td>
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</table>

### 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
State of California
Memorandum

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.