

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-2713-05/FA
September 16, 2005

**Urgency of Settling Faculty Compensation Matters in
the Current Contract Bargaining**

RESOLVED: That the Academic Senate of the California State University (CSU) commend the forbearance of CSU faculty in general, and more especially those who have gone without an “across the board” or general salary increase for the past three calendar years even as housing prices and the cost of living in many areas of California have skyrocketed to levels beyond expectation; and be it further

RESOLVED: That the Academic Senate CSU again call attention to the difficulty experienced by campus hiring committees in recruiting, and by departments in retaining, the numbers of well-qualified faculty CSU needs to preserve the high quality of classroom instruction for which it has earned renown; and be it further

RESOLVED: That the Academic Senate CSU urge the bargaining teams for the CSU and the California Faculty Association (CFA) to resume good-faith bargaining until agreement on a General Salary Increase of at least 3.5% in 2005-06, has been reached independent of all other compensation issues.

RATIONALE: Since the Academic Year 2002-2003, the CSU has been unable to offer a general across-the-board salary increase to faculty. In the same period, the cost of living throughout California has risen dramatically, particularly in the urban areas where the cost of housing has priced many faculty (not all of them “junior”) out of the market, and has discouraged some applicants for the positions from accepting offers in the CSU. Now, when the budget finally does include a modest salary increase, it has been linked in confusing ways to both SSI monies and a proposed merit pay plan, thereby demoralizing and alienating faculty who see that individuals in MPP positions will receive a straightforward salary increase with no such complexities attached to them. The inequity speaks for itself.

Approved Without Dissent – September 16, 2005