

**Resolution to Support an Augmentation
to the Proposed 1998-99 Support Budget
(#15-97/98-EX)**

WHEREAS, Estimates of state revenues have risen dramatically since the original CSU 1998-99 Support Budget Proposal was submitted to the Department of Finance in October 1997; and

WHEREAS, The faculty salary gap between the CSU system and comparable university systems has increased from 10.8 percent last year to 11.2 percent; and

WHEREAS, A competitive salary structure is essential in recruiting and hiring the faculty needed to replace the anticipated large number of retiring faculty who were hired during the expansion years of the 1960s; and

WHEREAS, Former Chancellor Barry Munitz and Board of Trustees Chair Martha Fallgatter have expressed the need for and intention to develop a plan for reducing the CSU faculty salary gap; therefore, be it

RESOLVED: That the Academic Senate of Humboldt State University support the Academic Senate of the California State University's recent resolution (printed on reverse) that urged the Chancellor to develop, and the Board of Trustees to approve, a proposal to augment the CSU 1998-99 Support Budget by an amount appropriate to reduce the CSU faculty salary gap by at least one-third in Fiscal Year 1998-99; and be it further

RESOLVED: That the Academic Senate of Humboldt State University support the Academic Senate of the California State University's recent resolution that urged the Chancellor to develop, and the Board of Trustees to approve and publish, a plan for eliminating the entire CSU faculty salary gap by Fiscal Year 2000-2001.

**Support for an Augmentation to
the Proposed 1998-99 CSU Support Budget**

RESOLVED: That the Academic Senate of the California State University urge the Chancellor to develop and the Board of Trustees to approve a proposal to augment the CSU 1998-99 Support Budget by an amount appropriate to reducing the CSU faculty salary gap by at least one-third in FY 1998-99; and be it further

RESOLVED: That the Academic Senate CSU urge the Chancellor to develop and the Board of Trustees to approve and publish a plan for eliminating the entire CSU faculty salary gap by Fiscal Year 2000-2001.

RATIONALE: Over the past 10 months, Chancellor Barry Munitz and Board of Trustees Chair Martha Fallgatter have expressed the need for and intention to develop a plan for reducing the CSU faculty salary gap. At this time, no such plan exists and the gap has increased to 11.2 percent.

The original CSU 1998-99 Support Budget Proposal was submitted to the Department of Finance in October, 1997, in accordance with the terms of the existing budget compact and estimates of state revenues. Since that time, state revenues have risen dramatically. It is appropriate for the CSU to formulate a proposal to augment the original budget to address this and other needs that both the faculty and the administration have agreed are vital to the future of the CSU.

The CSU is entering a period in which large numbers of faculty hired during the vast expansion of the system during the 1960s will be retiring. Without a competitive salary structure CSU campuses will be severely disadvantaged in hiring replacements for retiring faculty to the detriment of educational quality. In addition, existing CSU faculty, most of whom have endured the lean years of the 1990s budget reductions, deserve compensation at least equivalent to the average of their national peers.

As well, the CSU has other pressing needs, such as physical plant maintenance, instructional equipment replacement, and library acquisitions and support, that should be addressed in a budget augmentation proposal. The faculty would support an augmentation proposal that includes a comprehensive package of items critical to the future of the CSU so long as closing the faculty salary gap is the top priority.