

1 [Supporting the California Faculty Association]

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3 **Resolution supporting the California Faculty Association and urging the California**
4 **State University (CSU) administration give the CSU faculty the respect they deserve**
5 **and agree to the reasonable salary increases they demand.**

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7 WHEREAS, The 23-campus California State University (CSU) system is a vital part of
8 the California Master Plan for Higher Education; and

9 WHEREAS, The average faculty pay is \$46,016, average lecturer pay is \$27,567, while
10 the average managers pay is \$110,713, average CSU President's pay is \$320,644, and CSU
11 Chancellor White's pay is \$430,746; and

12 WHEREAS, A CSU 2015 faculty survey found that 34% have student debt, 60% cannot
13 afford housing in their campus community, 72% take on additional work and 79% would not
14 recommend their jobs to students or colleagues; and

15 WHEREAS, Between 2005 and 2015 the number of students has increased by 24%,
16 the number of managers went up 22%, the number of tenure track faculty fell 2% and the
17 number of lecturers increased 24%; and

18 WHEREAS, Faculty have not received a service salary increase since 2007/2008 and
19 out of the last seven years received 0% general salary increase three of those years, a 10%
20 cut in 2009, and 1.6% or less since 2012/2013; and

21 WHEREAS, The poor compensation, increase in work load and resulting decrease in
22 morale amongst the faculty make it difficult to recruit and retain quality educators; and

23 WHEREAS, The union is demanding a 5% general salary increase and a 2.65%
24 service salary increase (equivalent to a step increase) for eligible faculty in year 2 of the
25 contract; and

1 WHEREAS, The CSU faculty has voted by 94.4% to authorize a strike in the event that
2 the administration does not meet their demands; now, therefore, be it

3 RESOLVED, That the San Francisco Board of Supervisors support the educators of
4 the CSU system and support them in their efforts to achieve a satisfactory contract
5 agreement; and, be it

6 FURTHER RESOLVED, That the San Francisco Board of Supervisors recommends
7 the CSU administration give the CSU faculty the respect they deserve and agree to the
8 reasonable salary increases they demand.

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