

ACADEMIC SENATE
OF
CALIFORNIA STATE UNIVERSITY
SACRAMENTO

MINUTES

Issue #6

October 29, 1980

ROLL CALL

Present: Adams, Barkdull, Barrera, Bossert, Brackmann, Campbell, Connor, Esquerra, Fish, Foreman, Frost, Furey, Gates, Gillespie, Gillott, Gustafson, Haq, Jamieson, Kerby, Kloss, Moore, Murai, Roth, Semas, Slaymaker, N. Smith, Tobey, Tzakiri, Urone, Weininger, Whitesel, Whitney

Absent: Briggs, Covin, Elfenbaum, Garthe, Golub, Gregory, Harley, McDaniel, O'Connor, Serrano, Skube, R. Smith, Stull

A special meeting was convened by Jerry Tobey, Wednesday October 29, 1980 at 2:00 p.m. in SSC-107.

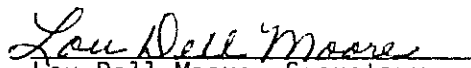
AS 80-62/Ex. SALARY SCHEDULE

The Academic Senate approves the "Response to A PROPOSAL FOR A REVISED FACULTY SALARY SCHEDULE FOR THE CSUC" (attached).

Carried.

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The meeting was adjourned at 2:15 p.m.


Lou Dell Moore, Secretary

LM/CD

RESPONSE TO "A PROPOSAL FOR A REVISED FACULTY SALARY SCHEDULE FOR THE CSUC"

The California State University, Sacramento Academic Senate supports the position of the Academic Senate CSUC and requests that the Board of Trustees return the draft document entitled "A Proposal for a Revised Faculty Salary Schedule for the CSUC" to the Chancellor with the instruction that he consult with the Statewide Academic Senate, the campus Senates/Councils, and appropriate faculty representatives regarding the need for a revised salary schedule.

On November 5, 1975 the CSUS Faculty Senate joined the other faculty representative groups throughout the State in rejecting the 1975 "Report of the CSUC ad hoc Committee on the Procurement and Retention of a Quality Faculty". It is the responsibility of the Chancellor to consult with those groups before presenting to the Trustees proposals which are based on the 1975 report (and a similar report of 1972) -- or any other personnel matter.

The proposed salary schedule violates the principle of merit review by making difficulty-in-hiring and retaining faculty, because of salary consideration, a criterion for promotion. The proposed schedule would, therefore, seriously damage faculty morale by making promotions depend in part on fluctuating market considerations, and by treating faculty in different university units unequally.

The proposal would entail annual, substantive evaluation of almost all faculty members. It would, therefore, demand excessive blocks of faculty members' time. This added burden would detract significantly from teaching and university committee work.

The proposed 2½% differential between steps would be a financial disaster for faculty members whose income already is being eroded seriously by inflation under the current 5% merit increase system. Furthermore, the schedule's intention to grant some faculty multiple merit increases could only be carried out at the expense of other faculty who are fully qualified for merit increases.

The proposal will not achieve its goal of attracting and retaining faculty for engineering, business, and computer science. Even under the proposed system, university salaries would be significantly lower than salaries available in those areas in the private sector.

Before the Board of Trustees acts on the proposal, alternative means of assisting schools with planning, hiring, and retention problems should be studied carefully at the state and local levels.