

## California State University San Marcos Academic Senate Resolution in Support of CFA's Call for a Strike

**WHEREAS:** The AAUP *Principles on Academic Freedom and Tenure* state that the academy should offer Faculty "a sufficient degree of economic security to make the profession attractive to men and women of ability;" and,

**WHEREAS:** Faculty are essential for carrying out the core mission of the CSU, which is to provide quality education for our students; and,

**WHEREAS:** There has not been a significant general salary increase for CSU Faculty since 2007, when most of a promised 11% salary increase for CSU Faculty was canceled, and a 9.3% furlough pay cut was instituted in 2009; and,

**WHEREAS:** The average CSU faculty salary is \$45,000 a year and \$63,000 a year when adjusted for full-time equivalence; and,

**WHEREAS:** In 2015 the CSU received an increase from the state of \$216 million in addition to its regular \$5 billion operating budget, more than enough to fund CFA's bargaining proposal of a 5% raise, without increasing student fees; and,

**WHEREAS:** More than 30 state legislators have sent letters to CSU Chancellor White calling on him to come to a timely agreement that fairly compensates the Faculty; and,

**WHEREAS:** The Associated Students, Inc., of California State University San Marcos has already passed a resolution in support of CFA's call for a strike, now, therefore, be it

**RESOLVED:** That the Academic Senate of California State University San Marcos supports CFA's call for a strike to take place on all 23 CSU campuses on April 13-15 and 18-19, if, at the conclusion of the fact-finding process, the Administration fails to come to an agreement with CFA on Faculty salary.

Sources:

[http://www.calfac.org/sites/main/files/file-attachments/on\\_csu\\_exec\\_pay\\_july\\_2015.pdf](http://www.calfac.org/sites/main/files/file-attachments/on_csu_exec_pay_july_2015.pdf)

<https://academeblog.org/2016/02/18/support-growing-for-potential-cfa-strike/>

<http://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure>